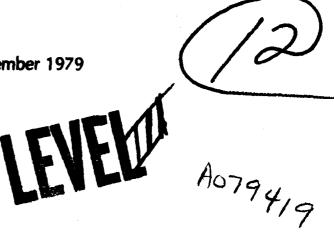


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CRC 403-Vol. II / September 1979



FACTORS THAT AFFECT THE CAREER DECISION OF MARINE CORPS PILOTS AND FLIGHT OFFICERS

Appendixes C and D

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CENTER FOR NAVAL ANALYSES

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APPENDIX C

TABULATION OF SURVEY RESPONSES

APPENDIX C

TABULATION OF SURVEY RESPONSES

INTRODUCTION

This appendix contains a complete tabulation of responses to the survey of active duty and recently separated pilots and NFOs. Table C-1 contains the tabulation for the active duty group, table C-2 for the recently separated group.

The notes below will assist in understanding the tables.

Notes for Tables C-1 and C-2

- Variable numbers (e.g., VAR001, VAR002, etc.)
 correspond to survey question numbers.
- The variable label immediately following each variable number is a brief description of the survey question.
- CATEGORY LABELs indicate the possible answers to survey questions.
- The following abbreviations apply to CATEGORY LABELS: VS (Very Strongly), GT (Greater Than), LT (Less Than), GE (Greater than or Equal to), and LE (Less than or Equal to).
- The category label NONRESPONSIVE indicates those cases for which responses were either missing, errant, or internally inconsistent.
- Values in the CODE column are arithmetic weights given to answer categories to calculate the mean and median
 except that NONRESPONSIVE cases are not included.
- The MEAN is the arithmetic average of the responses weighted by the values in the CODE column.
- The MEDIAN is the midpoint of the distribution of weighted responses -- half the responses are higher, half lower.
- The number of VALID CASES indicates the total number of responses used in the calculation of the mean and

median. It is the total number of cases less the number of nonresponsive (or missing) cases.

Special Notes for Table C-1

- Means and medians for the following questions have the meaning indicated by the variable label: 9, 14, 17, 18, 20-22.
- Means and medians for the following questions have the special meaning indicated: 4 (age), 5 (years since commissioning), 6 (years since designation as pilot or NFO), 10 (years of education), and 19 (maturity of Overseas Control Date (OSCD)).
- Means and medians for the following questions are an index of the attitudes of the respondents, based on the weighting factors in the CODE column: 25-27, 30-83, 85-93.
- Means and medians for the following questions are essentially meaningless: 1-3, 7, 8, 11-13, 15, 16, 23, 24, 28, 29, 84.
- Questions 11 and 23 allowed multiple responses and, therefore, have multiple tabulations. In each case, the first tabulation (e.g., VAR23A: CAREER INTENT (1)) shows the responses of those who marked one or more answers; the second tabulation (e.g., VAR23B: CAREER INTENT (2)) shows the responses of those who marked two or more answers; and so on to completion.

Special Notes for Table C-2

- Means and medians for the following questions have the meaning indicated by the variable label: 5, 9, 10, 14.
- Means and medians for the following questions have the special meaning indicated: 7 (age), 8 (years since separation from the Marine Corps).
- Means and medians for the following questions are an index of the attitudes of the respondents, based on the weighting factors in the CODE column: 16-80.
- Means and medians for the following questions are essentially meaningless: 1-4, 6, 11-13, 15.

The Military Occupational Specialties (MOSs) listed in survey questions 3 and 4 are explained in table C-3.

Confidence Intervals

Confidence intervals for proportions given in tables C-1 through C-3 may be calculated as follows: if P is the proportion of respondents giving a particular answer to a particular question, the confidence limits for P are P + ϕ and P - ϕ , where

$$\phi = t_{\alpha} \left(\frac{P(1-P) (N-n)}{n(N-1)} \right)^{1/2}$$

in which n is the number of respondents out of a population of size N, and t_{α} is the $100(1-\alpha/2)^{\text{th}}$ percentile value to the student's t-distribution for n-1 degrees of freedom. This means we can be $100(1-\alpha)$ percent confident that if the response rate had been 100 percent, the resulting proportion for the particular response would have been in the range P + ϕ to P - ϕ .

See, for example, reference C-1.

REFERENCE

C-1 Neter, J. and Wasserman, W., "Fundamental Statistics for Business and Economics," Boston: Allyn and Bacon, 1966, p. 319

TABLE C-1

TABLUATION OF RESPONSES OF ACTIVE DUTY PILOTS AND NFOS

Company grade

VARGOI RANK					
			RELATIVE	ADJUSTEC	CUM
		ABSOLUTE	ESEO	FREG	FREQ
CATEGORY LABEL	CODE	FRED	(PSF)	(PCT)	(PCT)
ZNO LT	0.	3	0.2	0.2	0.2
1ST LT	1.	631 .	35.7	35.7	35.9
CAPT	2.	1132	64.1	64-1	100.0

	TOTAL	1766	100.0	100.0	
HEAN 1	1-639 MEQIAN	1-720	,		
VALID CASES	1766 MISSING	CASES ()		

VARGO1 RA	!K .			RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRES	FRED	FREQ
CATEGORY LAB	EL	CODE	FREQ	(PCF)	(PCT)	(PCI)
RDLAM		3.	917	63.3	63.3	63.3
LTCOL		4.	356	24.6	24.6	87.9
COLONEL		5.	176	12-1	12.1	100.0
		TOTAL	1449	100.0	100.0	
HEAN	3-489	MEDIAN	3.29	0		
VALEO CASES	1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VARQUE PE	RIMARY HOS [1]					
CATEGORY LAS	BEL	CODE	ABSOLUTE FRED	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-01		0.	127	7.2	7.2	7.2
7508		1-	41	2.3	2.3	9.6
7510-11		2.	72	4-1	4-1	13.7
7520-22		3.	153	8.7	8.7	22.4
7540-45		4.	31	1.9	1.6	24-2
7550-57		5.	77	4.6	4.4	28.6
7560-65		6.	854	48.4	48.7	77.3
7575-76		7.	34	1-9	1.9	79.2
7581-88 CR 5	997	, 8.	336	19.0	19.2	98.3
7592-98		9.	29	1.6	1.7	100.0
NONRE SPONS 1	fΕ	-9.	12	0.7	HISSING	100.0
·		TOTAL	1766	109.9	100.0	
MEAN	5. 396	MEDIAN	5.94	10		
VALID CASES	1754	MISSING	CASES 1	12		

TABLE C-1 (CONT'D)

VARQOS PR	LIJ SCH YPAHI					
CATEGORY LAS	EL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-01		0.	136	12.8	12.9	12.9
7508		1.	56	3.9	3.9	16-7
7510-11		2.	95	6.5	6.6	23.3
7520-22		3.	219	15.1	15.1	38.5
1540-45		4.	35	2.4	2.4	40.9
7559-57		5.	77	5.3	5.3	46-2
7560-65		6.	481	33.2	33.3	79.5
7575-76		7.	65	4.5	4.5	84.0
7581-88 CR 9	907	8.	232	16.0	16.3	100.0
NOWRESPONSIV	Ε	-9.	3	0. 2	MISSING	100.0
		TOTAL	1449	100.0	100.0	
HEAN	4.582	MEDIAN	5.61	.4		
VALID CASES	1446	HISSING	CASES	3		

TABLE C-1 (CONT'D)

VAROG3	PRIMARY HJS [2])				
				RELATIVE		CUM
			AB SOLUTE	FRER	FREG	FREQ
CATEGORY L.	ABEL	CODE	FREQ	(PGI)	(PCT)	(PCT)
7500-76. 7	597-98	0.	1283	72.7	77.6	77.6
7581		1.	61	3.5	3.7	81.3
7582		2.	45	2.5	2.7	84.0
7583		3.	79	4.5	4.8	88.5
7584		4.	18	1.0	1.1	89.5
7535		5.	25	1-4	1.5	91.4
7566		6.	15	0.8	0.9	92.3
7587		7.	1 01	5.7	6.1	98.4
7558		8.	24	1-4	1.5	99.8
9907-		9.	3	0.2	0.2	100.0
NONRESPONS	1 V E	-9.	112	6.3	HISSING	100.0
		TOTAL	1766	100.0	107.0	
HEAN	0.968	MEDIAN	0-14	5		
VALID CASE	S 1654	MI SSING	CASES 11	2		

TABLE C-1 (CONT'D)

Field grade

VARBOS PRIMARY M	10S [2]				
CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FRED (10°)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
7500-76, 7597-98	v.	1085	74.3	76.3	78.3
7582	2.	28	1-9	2.0	50-3
7583	3.	49	3.4	3.5	83.9
7584	4.	9	0.5	0.6	84.5
7565	5.	20	1-4	1-4	85.9
7586	5.	9	0.6	0.6	86.6
7587	7.	36	2.5	2.5	89.2
7580	8.	3	9.2	0.2	89.4
9907	9.	147	10-1	10.6	100.0
NUNRESPONSIVE	-9.	63	4.3	MISSING	100-0
-	TOTAL	1449	100.0	100.3	

MEAN1.437HEDIAN0.139VALID CASES1366MISSING CASES63

TABLE C-1 (CONT'D)

Company grade

VARBO4 YE	AR OF BIRTH	1				
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	E3.23	FREA	FREG
CATEGORY LAS	IEL	CODE	FREQ	(PGF)	(PCT)	(PCT)
1954-1957		23.5	94	5.3	5.3	5-3
1950-1953		27.5	819	46-4	46.4	51-7
1946-1949		31.5	722	40.9	40.9	92.6
1942-1945		35.5	126	7.1	7-1	99.8
1938-1941		39.5	2	0.1	0-1	99.9
1934-1937		43.5	2	0.1	0-1	100.0
NONRESPONSIV	E	-9.0	1	0-1	HISSING	190.0
		_	*****	~~~~		
		TOTAL	1766	100.0	100.0	
HEAN	29-526	MEDIAN	29.35	1		
VALID CASES	1765	MISSING	CASES	1		

VARQUE YE	EAR OF BERTH	1				
				RELATIVE	ADJUSTED	CUH
			AB SOL U TE	FRED	FREG	FREQ
CATEGORY LAS	BEL	CODE	FREO	(PCF)	(PCT)	(PCT)
1950-1953		27.5	2	0.1	0-1	0.1
1945-1949		31.5	107	7.4	7.4	7.5
1942-1945		35.5	526	36.5	36.3	43-9
1930-1941		39.5	354	24.4	24.4	65.3
1934-1937		43.5	253	17.5	17.5	95.8
1930-1933		47.5	169	11-7	11.7	97-4
1926-1929		51.5	37	2.6	2.6	100.0
NONRESPONSI	YΕ	-9.0	1	0.1	MISSING	100-0
		TOTAL	1449	190.0	100.0	
MEAN	39.378	MEGIAN	36 .50	6		
VALID CASES	1448	MISSING	CASES	t		

TABLE C-1 (CONT'D)

VAROUS YE	AR OF CORP	ISSIGNING				
CATEGORY LAS	EL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AFTER 1974		. 2.5	519	29.4	29.4	29.4
1971-1974		6.5	785	44.5	44.5	73.9
1967-1970		10.5	450	25.5	25.5	99.4
1963-1966		14.5	8	0.5	0.5	99.8
1959-1962		18.5	2	0-1	0-1	99.9
1955-1958		22.5	1	0-1	0.1	100.0
NONRESPONSIVE	:	-9.0	1	0.1	HISSING	100.0
		TOTAL	1766	100.0	100.9	
HEAN	6.403	MEDIAN	6.35	2		
VALED CASES	1765	MISSING	CASES	ı		

VAROOS YE	EAR OF	COMMISSIONING				
				PELATIVE	ADJUSTED	CUM
*******			ABSOLUTE	FRED	FRES	FREG
CATEGORY LAR	EL	C00 E	FREQ	(PCT)	(PCT)	(PCT)
1974-1974		6.5	2	0.1	0-1	0.1
1967-1970		10.5	356	24.6	24.6	24.7
1963-1966		14.5	447	30.9	30.5	55.6
1959-1962		18.5	325	22.4	22.4	78.0
1755-1958		22.5	191	13.2	13.5	91.2
1951-1954		26.5	124	A.6	8.6	99.7
1947-1950		30.5	4	0.3	0.3	100.0
		TOTAL	1449	100.0	100.0	
MEAN	16.52	P NECIAN	15.78	9		
VALTO CASES	1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

Company grade

MEAN CAS	4.62 0 SFS 1754	MEDIAN MISSING	4.33	31 2		
		TOTAL	1766	100.9	100.0	
NONRESPON	RSIVE	-9.0	2	0-1	MISSING	190.0
1956-1959	•	21.5	1	0.1	0.1	100.0
1960-1963	3	17.5	3	0 • ?	0.2	99.9
1964-1967		13.5	8	0.5	0.5	99.8
1968-1971		9.5	321	18.2	18.2	99.3
1972-1975	5	5.5	693	39.?	39.3	81.1
AFTER 197	'5	1.5	750	41-8	41-8	41.6
CATEGORY	LASEL	CODE	ABSOLUTE FREQ	FRED (PCT)	FREQ (PCT)	FREQ (PCT)
VARQUE	YEAR DESIGNA	(LD ((A C.)		RELATIVE	ADJUSTED	CUM

Field grade

·	21.5 25.5 29.5 37.5 TOTAL	198 115 2 1	13.7 7.9 0.1 0.1	13.7 7.9 0.1 0.1	91-9 99-8 99-9 100-0
	25.5 29.5	115	7.9	7.9	99.8
	25.5	115	7.9	7.9	99-8
			-		
	21.5	198	13.7	13.7	91-9
	17-5	277	19-1	19-1	78.2
	13.5	410	28.3	26.3	59-1
	9.5	430	29.7	29.7	30.8
	5.5	15	1.0	1.0	1-1
	1.5	1	0.1	0.1	0-1
L	CODE	ABSOLUTE FREQ	FRED (PCF)	FRED (PCT)	CUM FRED (PCT)
R DESIGNATED	NA OR N	FO	OFI ATT WE	10 1110750	6 1111
	•	L CODE 1.5 5.5 9.5	L CODE FREQ 1.5 1 5.5 15 9.5 430	RELATIVE ABSOLUTE F7E2 L CODE FREQ (PCF) 1.5 1 0.1 5.5 15 1.0 9.5 430 29.7	ABSOLUTE FRED FRED FRED FRED FRED FRED FRED FRE

NEAR 15.071 MEDIAN 14.217 Valio gases 1449 Hissing Cases O

TABLE C-1 (CONT'D)

	7. TOTAL	71 1765	100.9	100.3	100.0
	7.	71	4.0	4.0	100.0
	6.	723	40.9	40.9	96.0
CAD	5.	7	0.4	0.4	55.0
ε	4.	503	25.5	28.5	54.6
R	3.	96	5.4	5.4	26.2
RVE	2.	19	1-1	1-1	20.7
LAR .	1+	172	9.7	9.7	19.6
YHBOA	a.	175	9.7	9.9	9.9
ABEL	CODE	ABSOLUTE FREQ	FREQ (PCT)	F9E9 (PCT)	FRFQ (PCT)
SOURCE OF CO	14415510N		RELATIVE	ADJUSTED	CUM
	ABEL ADEMY LAR RVE R	ADENY 0. LAR 1. RVE 2. R 3. E 4. CAD 5.	ABSOLUTE CODE FREQ ADENY 0. 175 LAR 1. 172 RVE 2. 19 R 3. 96 E 4. 503 CAD 5. 7	ABSOLUTE FREQ (PCT) ABEL CODE FREQ (PCT) ADEMY	ABSOLUTE FRED FRED FRED FRED FRED FRED FRED FRE

HISSING CASES

Field grade

VALID CASES

1766

VAROOF SOURCE OF COM	MISSION				
CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PGT)	DETEULDA PREQ (PCT)	CUM FREQ (PCT)
SERVICE ACADEMY	0.	97	6.7	6.7	6.7
NR CTC - RE GULAR	1.	143	9.9	9.9	16.6
NROTC-RESERVE	2.	35	2.2	2.2	18-5
PLC-REGULAR	3.	76	5.2	5.2	24.0
PLC-RESERVE	4.	243	16.5	16.9	40.5
NAVCAD-MARCAD	5.	394	27.2	27.2	68.0
ocs	6.	393	27.1	27.1	95-1
OTHER	7.	71	4.9	4.9	100.0
•	TOTAL	1449	100.0	100.0	

MEAN 4.301 MEDIAN 4.839
WALED CASES 1449 MISSING CASES 0

TABLE C-1 (CONT'D)

VAROUS HA	RITAL STATE					
		•	ABSOLUTE	RELATIVE FREQ	ADJUSTED FREQ	CUM FREQ
CATEGORY LAB	EL	CODE	FREQ	(PCT)	(PCT)	(PCT)
SINGLE		0.	316	17.9	17.9	17.9
MARRIED		1.	1333	75.5	75.5	93.4
DI VORCED	•	2.	83	4.7	4.7	98.1
SEPARATEO		3.	31	1-5	1-5	99.9
MIDOWED		4.	2	0.1	0-1	100.0
MONRESPONSIVE	Ε	-9.	1	9.1	MISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAN	0.907	MEDIAN	0.92	5		
VALTO CASES	1765	MI SSING	CASES	1		

VARGOS N	ARITAL SI	ATUS					
					RELATIVE	ADJUSTED	204
				APSOLUTE	FRED	FRED	FREQ
CATEGORY LA	3EL		CODE	FREQ	(PCF)	(PST)	(PCT)
SINGLE			0.	18	1.2	1.2	1.2
MARRIED			1.	1336	92.3	92.5	93.7
DIVORCED			٤.	61	4.2	4.2	97.9
SEPARATED			3.	23	1-5	1.6	99.5
GBWBBIW			4.	7	9.5	0.5	100.0
NUMBE SPONS I	AE		-9.	2	9.1	MISSING	100.0
		•					
			TOTAL	1449	0.00	100.0	
HEAN	1.076		MECIAN	1.02	27		
VALID CASES	1447		MISSING	CASES	2		

TABLE C-1 (CONT'D)

Company grade

VARGOS NUMBER O	F DEPENDENTS		AF: 453 UF	ADJUSTED	CUM
	•		RELATIVE		FREQ
		ABSOLUTE	FRED	FREG	
CATEGORY LAGEL	CODE	FREO	(201)	(PCT)	(PCT)
NONE	0.	364	20.5	20.6	20-6
ONE	1.	416	23.6	23.6	44.2
-	2.	415	23.5	23.5	67.7
TWO		****		•	
THREE	3.	413	23.4	23.4	91.1
FOUR	4.	129	7 - 3	7.3	96.4
FIVE	5.	21	1.?	1.2	99.5
1145					
SIX	6.	7	0.4	0.4	99.9
SEVEN	7.	1	0-1	0-1	100-0
3C 4C14					
	TOTAL	1766	100.0	100.9	

 HEAN
 1-787
 MEDIAN
 1-748

 VÁLIJ CASES
 1766
 MISSING CASES
 0

TABLE C-1 (CONT'D)

VARDO9 NU	M9ER OF	DEPENDENTS				
			ABSOLUTE	RELATIVE FRED	ADJUSTED FRED	CUM FRE 9
CATEGORY LAB	EL	CODE	FREQ	(PCF)	(PCT)	(PCT)
NUNE		0.	57	2.5	2.6	2.6
ONE		1.	103	7.1	7.1	9.7
THO		2.	209	14.4	14.4	24-1
THRBE		3.	613	42.3	42.3	66.4
FOUR '		4.	315	21-7	21.7	56.1
FIVE		5.	122	8.4	6.4	96.5
SIX		6.	37	2.6	2.5	99.1
SEVEN		7.	10	0.7	0.7	99.8
EIGHT		8.	2	0-1	0.1	99.9
NINE OR MORE		3.	1	9.1	0.1	100.0
	. -	TOTAL	1449	100.0	100.0	
HEAN	3.136	MEDIAN	3 - 11	13		
VALID CASES	1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VARGE O	CIVILIAN EDU	CATION				
CATEGORY L	AGEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FRED (PCT)	CUM FRED (PCT)
12 YRS. HS	G-GED	12.	1	0.1	0-1	0.1
13-14YRS.	NO DEG	13.	24	1.4	1.4	1.4
ASSOCIATE	DEGREE	14.	25	1-4	1-4	2.8
14-16YAS.	NO DEG	15.	70	4.0	4.0	6.8
BACMELORS	DE GR EE	16.	1430	81.0	81.1	87.9
GT 15YRS.	NO DEG	17.	26	1.5	1-5	89.3
HASTERS DE	GREE	18.	187	10.6	10.6	99.9
PHO		19.	1	0.1	0.1	100.0
NONRESPONS	IVE	-9.	2	0-1	MISSING	100-0
	•	TOTAL	1766	100.0	100.3	
MEAN	16.117	MEDIAN	16.03	3		
VALID CASE	S 1764	MISSING	CASES	2		

TABLE C-1 (CONT'D)

VARD10	CIVILIAN E	DUCATION				
				RELATIVE	DETEULGA	CUM
			ABSOLUTE	FRED	FRED	FRED
CATEGORY	LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
12 TRS. H	SG-GED	12.	5	9.6	0.5	0.6
13-14YRS,	NO DEG	13.	43	3.0	3.0	3.5
ASSOCIATE	DEGREE	14.	13	0.9	0.9	1 4.4
14-16YRS.	NO DEG	15.	73	5.0	5.0	9.5
BACHELORS	DEGREE	16.	615	56.2	56.3	65.7
GT 16YRS.	NO DEG	17.	24	1.7	1.7	67.4
HASTERS D	EGREE	16.	464	32.0	32.0	99-4
PHO		19.	e	0.6	0.6	100-0
NONRESPON	SIVE	-9.	1	0.1	MISSING	190.9
•		TOTAL	1449	100.0	100.3	
HEAN	16.494	MEDIAN	16.22	20		
VALID CAS	ES 1448	MI SSI NG	CASES	1		

TABLE C-1 (CONT'D)

VARELA	MILITARY SCHO	DLS ATTEND	ED [1]		48 44cTCB	CUM
CATEGORY L	ABEL	CODE	ABSOLUTE FREO	RELATIVE FRED (PCT)	ADJUSTED FRED (PCT)	FREQ (PCT)
NONE		٥.	1066	60.4	60.4	60.4
ANPHIBWARS	COL	1.	26.0	14.7	14.7	75.2
CCHMAND &		2.	2	0.1	0.1	75.3
NAYWARCOL		3.	1	0.1	0.1	75.3
SPL ED PG	1	4.	21	1.2	1.2	76.5
OTHER		5.	414	23.4	23.5	100.0
NONRES PON	SIVE .	-9.	2	0.1	MI SSI VG	100.0
		TOTAL	1766	100.0	100.0	
HEAN	1-372	MEDIAN	0.3	27		
VALED CAS	ES 1764	MISSING	CASES	2		

HEAN	1.521	MEDIAN MISSING	1-10	0		
		TOTAL	1449	100.9	100.9	
OTHER		5.	121	8.4	8.4	100.0
SPL ED PGM		4.	57	3.9	3.9	91.6
NAVWARCOL		3.	39	2.7	2.7	87.7
COMMAND & STA	FF	2.	256	17.7	17-7	85.0
anphi B na RSCOL		1-	742	51.2	51.2	57.4
NONE		0.	234	15-1	16-1	16-1
CATEGORY LAGE	L	3000	FREO	(150)	(PCT)	CPCT
			ABSCLUTE	relative Frei	GETZULOA FREQ	CU4 FREQ

TABLE C-1 (CONT'D)

VAR118	MILITARY SCH	COLS ATTEN	CED [2]			
			ABSOLUTE	RELATIVE FRED	ADJUSTED FREQ	CUM Freq
CATEGORY L	ABEL	CODE	FREO	(PCT)	(PCT)	(PCT)
COMMAND &	STAFF	2.	9	0.5	16.1	16.1
NAVNARCOL		3-	1	0.1	1.8	17.9
SPL ED PG	1	4.	5	0.3	8.9	26.8
OTHER		5.	41	2.3	73.2	100.0
NONRESPONS	371	-9.	1710	96 - 9	MISSING	100.0
•		TOTAL	1766	100.3	100.0	
HEAR	- 4.393	HEDIAN	4 -81	7		
VALID CASE	S 56	MISSING	CASES 171	o		

VARELS HI	LITARY SCH	DOLS ATTEN	DFD (2)			
CATEGORY LAS	EI.	CODE	A3 SOLUTE FREQ	RELATIVE FRED (PCT)	ADJUSTED FRED (PCI)	CUM FREQ (PCT)
AMPHIBHARSCO		1.	1	0.1	0.2	0.2
COMMAND & ST	AFF	2.	205	16.1	44.5	44.7
NAVWARCOL		3.	43	3.0	9.3	54.0
SPL ED PGH		4.	68	4.7	14.8	68.8
OTHER		5.	144	9.9	31.2	190.0
NORRESPORSIV	Ε	-9.	988	65.2	MISSING	100.0
		TOTAL	1449	100.0	100.0	
HEAN	3.323	MEDIAN	3.0	70		
VALBO CASES	461	MISSING	CASES 9	38		

TABLE C-1 (CONT'D)

VAPE10	MILITARY S	CHOOLS ATTEN	DED [3]			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREO
CATEGORY L	.ABEL	CODE	FREQ	(POT)	(PCT)	(PCT)
NAVWARCCL		3.	1	0.1	25.0	25.0
SPL ED PG	1	4.	1	0.1	25.0	50.0
OTHER		5.	2	9.1	50.0	100.0
NOARESPONS	SIVE	-9.	1762	79.9	HISSING	100.0
		TOTAL	1766	100.0	100-0	
HEAN	4. 250	MEDIAN	4.5	00		
VALED CASE	S 4	MISSING	CASES 178	52		

VAR11C MIL	TARY SCH	OOLS ATTEN	DED [3]			
CATEGORY LAGE	:L	CDDE	ABSOLUTE FREQ	RELATIVE FRED (PCL)	ADJUSTED FRES (PCT)	CUM FREQ (PCI)
COMMAND & STA	\FF	2.	1	0-1	0.5	0.8
NAVNARCOL		5.	14	1.0	11.5	12-3
SPL ED PGM		4.	30	2.1	24.6	36.9
OTHER		5.	77	5.3	63.1	100.0
NONRESPONSIVE	:	-9.	1327	91-ô	MISSING	100.0
		TOTAL	1449	100.3	100.0	
HEAN	4.500	MEDIAN	4.70	8		
VALID CASES	122	MISSING	CASES 132	,		

TABLE C-1 (CONT'D)

Company grade

VAR11D	HILITARY	SCHOOLS ATTE	NDFD [4]			
CATEGORY	1 4251		ABSOL FRE		ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CATEGORI	LASEL	COU			(101)	(, (, ,
NJNRESPOR	ISTAE	-9	. 175		MISSING	100.0
		TOTA	L 176	6 100.9	107.3	
WAL TO CAS		A MISSIM	C CASES	1766		

VARĐID HI	LITARY SCH	OOLS ATTEN	DED [4]			
CATEGORY LAS	EL	CODE	ABSOLUTE FREQ	RFLATIVE FRED CPGT 3	ADJUSTED FRED (PCT)	CUM FREQ (PCT)
NAVWARCOL	•	3.	1	9.1	5.3	5.3
SPL ED PGM		4.	4	0.3	21.1	26.3
OTHER		5.	14	1-0	73.7	100.0
NO NRES PO NSIVE		-9.	1430	98.7	MISSING	100.0
		TOTAL	1449	100.0	100.3	
HEAN	4.684	MEDIAN	4.82	1		
VALID CASES	19	MISSING	CASES 143	0		

TABLE C-1 (CONT'D)

VAR31E 1	MELITARY SCH	OOLS ATTENO	DED EST	RELATIVE FRED	ADJUSTED FREQ	CUM FREQ
CATEGORY LA	N 3EL	COOE	FREQ	(201)	(PCT)	(PCT)
SPL ED PGM		4.	1	0-1	50.0	50.0
OTHER		5.	1	0 - 1	50.0	100.0
NONRES PONS	INE	-9.	1447	99.9	HISSING	100.3
		TOTAL	1449	100.9	100.0	
HEAN	4.500	MEDIAN	4.50	0		
VALID CASE	s z	MISSING	CASES 144	7		

VAR11F						
				R ELA TI VE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FREQ	FREO
CATEGORY LABEL		COOE	FRED	(301)	(PCT)	(PCT)
		-9.	1449	100.0	MISSING	100.0
		TOTAL	1449	100.0	100.0	
VALID CASES	0	MISSING	CASES 144	.9		

TABLE C-1 (CONT'D)

VAROL 2 D	UTY STATUS					
			ABSOLUTE	RELATIVE FRED	ADJUSTED FREQ	CUM FREQ
CATEGORY LABEL		CODE	FREQ	(PCT)	(PCT)	(PCT)
REGULAR		0.	1161	65.7	65.9	65.9
RESERVE		1.	600	34 . 0	34-1	100.0
NONRE 3 PONS 1	VE	-9.	5	0-3	MISSING	100-0
		TOTAL	1766	100.9	100.0	
HEAN	0- 34 1	MEDIAN	0.25	8		
VALID CASES	1761	MISSING	CASES	5		

VAR012	DUIY	STATUS					
					RELATIVE	ADJUSTED	CUM
				arsolute	FRED	FREQ	FREQ
CATEGORY L	ABEL		CODE	FREG	(3CL)	(PCT)	(PCT)
REGULAR			0.	1386	95.7	95.9	95.9
RESERVE			1.	60	4.1	4-1	100.0
NONRESPONS	IVE		-9.	3	3.0	MISSING	100.0
			TOTAL	1449	199.0	100.0	
MEAN	a	. 041	MEDIAN	0.022	,		
	•			0.020	•		
VALID CASE	S	1446	MI S SI NG	CASES 3	1		

TABLE C-1 (CONT'D)

VAROL3	CURRENT DUTY	STATION	ABSOLUTE	RELATIVE FRED	ADJUSTED FRED	CUM FRFQ
CATÉGORY L	ABEL	CODE	FREQ	(PCT)	(PCT)	(PCI)
H C M C ON AU	ANTICO	0.	105	5.9	6.0	5.0
CHERRY POI	NΓ	1-	176	10.0	10.0	15.9
NEW RIVER		2.	261	14 - 8	14.6	30-7
BEAUFORT.	s.c.	3.	70	4.0	4.0	34.7
CAMP PENDL		4.	129	7.2	7.3	42.0
ELTOROLSAN		5.	293	15-6	16.6	58.6
HAWAII		6.	138	7 - 6	7.8	66.4
JAPAN		7.	156	5.5	0.0	75.2
NATC		8.	188	10.6	10-7	65.9
OTHER		9.	249	14-1	14-1	100.0
NCHRESPONS	SIVE	-9.	2	3.1	MISSING	100.0
		TOTAL	1766	100.3	100.0	
MEAN	4.847	HEDIAN	4.9	185		
VALID CAS	ES 1764	MI SSI NG	CASES	2		

TABLE C-1 (CONT'D)

VARGES CU	RRENT DUTY	STATION				
Category Las	EL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
HONC DR QUAN	C2 11	٠.	272	15.5	15.6	18.8
CHERRY PGINT		1.	136	9.4	9.4	28.2
NEW RIVER		2.	61	5.6	5.6	33.7
BEAUFORT, S.	ε.	3.	41	8.5	2.8	36.6
CAMP PENDLET	ON	4.	55	3.8	3.8	40 - 4
ELTOROLSANTA	-AHA	5.	159	10.9	10.9	51.3
IIAbah		6.	94	6.5	6.5	57.8
JAPAN		7.	132	9.1	9.1	66.9
MATC		8.	58 -	4.0	4.0	70.9
OTHER	•	9.	422	29.1	29.1	100.0
		TOTAL	1449	100.0	100.0	
WEAN	4- 956	MEDIAN	5.36	i 3		
VALID CASES	1449	MISSING	CASES	0	•	

TABLE C-1 (CONT'D)

VAROL4	TIME ON ST	ATION CHONTH	S 1			
CATEGORY L		CODE	ASSOLUTE FRED	RELATIVE FRED (PCT)	40JUSTED FREQ (PCT)	CUM FREQ (PCT)
5+5	•	2.	161	9.1	9-1	9-1
-		7.	393	22.3	22.5	31.5
10-14		12.	319	13.1	18.1	49.6
15-19		17.	199	11-3	11.3	60.9
29-24		22.	229	13.0	13.9	73.9
25-29		27.	138	7.8	7.8	
30-34		32.	139	7.9	7.9	81.7
35-39		37.	84	4.8		89.6
40-44		42.	44	2.5	4.8	94.4
45 OR HORF				2.5	2.5	96.9
NONKEZ PONSIVE		47.	55	3-1	3-1	100.0
		-9.	5	9.3	MI SSENG	100.0
		TOTAL	1766	100.0	100.0	
EAN	17-625	MEDIAN	14.688			
ALID CASES	1761	MISSING CA				

TABLE C-1 (CONT'D)

VARQ14	TIME ON ST	ATION EMONTHS	.			
CATEGORY		CODE	AB SOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LESS THAN	5	2.	77	5.3	5.3	5.3
5-9		7.	363	26.4	26.4	31.7
10-24		12.	164	11-3	11.3	45-1
15-49		17.	139	9.6	9.6	52.7
20-24		22.	21 0	14.5	14.5	67.1
25-29		27.	92	6.3	6.3	73.5
30-34		32.	198	13.7	13.7	87.2
35-39		37.	63	4.3	4.3	91.5
40-44		42.	69	4 - 8	4.8	96.3
45 OR HORE		47.	54	3.7	3.7	100.0
	•	TOTAL	1449	100.0	100.0	
MEAN	19-581	MEDIAN	18-115			
VALID CASES	S 1449	MISSING C	ASES 0			

TABLE C-1 (CONT'D)

VARO15	FLIGHT STAT	u s				
CATEGORY L.	A&EL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCT)	ADJUSTED FRED (PCT)	CUH FREQ (PCT)
DIFDEN		3.	1543	87.4	87.5	87.5
OTHER		1.	500	11.3	11.3	96.9
NCHRESPONSIVE		2.	20	1-1	1-1	100.0
		-9. Total	1766	0.2	MISSING	100.0
KASH	0.136	MEDIAN	0.071		10000	
VALID CASES	1763	HISSING C				

VARQ15	FLIGHT STAT	'U \$				
CATEGORY L	13EL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FRED (PCI)	CUM FREQ (PCT)
DIFDEN		0.	819	60.7	60.5	60.8
OTHER		1.	552	38 . t	34.2	99.0
MONRES PONSI VE		2.	15	1-9	1.0	100.0
		-9.	3	9.0	MISSING	199.0
		TOTAL	1449	103.0	100.0	
HEAN	9.492	MEDIAN	0.323			
VALID CASES	1446	MISSING C				

TABLE C-1 (CONT'D)

VARO15	PRIMARY DUTY	ASSIGNMENT	CCURRE NT	10.61		
		•		RELATIVE		CUM
			ABSQLUTE	FRED	FREE	FREA
CATEGORY LABEL		CODE	FREG	(PCT)	(PCF)	(PCT)
WING DEPT	. CA3H	0.	2	0.1	0.1	0.1
WING STAF	F	1.	29	1.5	1.6	1-6
GRP CO-X	1-DPT HD	2.	21	1.2	1.2	3.0
GROUP STA	\FF	3.	82	4.6	4.7	7.6
SO-DET CO	-x3-010	4.	72	4-1	4-1	11.7
SG-DET PI	LOT	5.	862	45.5	48.9	60.6
FLIGHT I	ISTR	6.	194	11.0	11.0	71-6
GRAD PILO	IT TRAIN	7.	29	1.5	1.6	73.3
HONC		8.	10	0.6	0.6	73.8
OTHER		9.	461	26. L	26.2	100.0
NONRESPONSIVE		-9.	4	0 - 2	HISSING	100.0
		TOTAL	1766	130.0	100.0	
MEAN	5.965	HEDIAN	5.2	83		
VALID CAS	SES 1762	MISSING	CASES	4		

TABLE C-1 (CONT'D)

VARG16	PRIMARY D	UTY ASSIGNMEN	T CCUPRENT	1081		
				RELATIVE	CETZULOA	CUM
			ABSOLUTE	FREQ	FREG	FREQ
CATEGORY	LABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
HINS, DEP	F HEAD	0.	26	1.8	1.6	1.8
WING STAI	FF	1.	64	4.4	4.4	6-2
GRP CO-X	G-DPT HD	2.	94	6.5	6.5	. 12 - 7
GROUP ST	AFF	3.	55	3.5	3.8	16.5
SO-DET C	0-x0-01C	. 4-	248	17-1	17-1	33-6
SQ-DET P	ILOT	5.	139	9.5	9.6	43.2
FLIGHT I	ISTR	6.	49	3.4	3.4	46.6
GRAD PIL	BT TRAIN	7.	1	0.1	0-1	46.7
HONG		8.	154	10.5	10.6	57.3
OTHER	•	9.	618	42.7	42.7	100.0
MONRESPO	AZIAE	-9.	1	0.1	MISSING	100-0
		TOTAL	1449	100.0	100.0	•
MEAN	6.353	MEDIAN	7 .A	12		

TABLE C-1 (CONT'D)

7108AV	LENGTH OF N	IJRK WEEK EDA	YSJ			
CATEGORY		CODE	ABSOLUTE FREQ	RELATIVE FREQ (PGT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
LE 5		5.44	540	34.6	30.7	30.7
GT 5, LT	5.5	5.25	506	28.7	28.7	59.4
5.5		5.50	109	6.2	6.2	65.6
GT 5.5, L	T 6	5.75	343	19.4	19.5	85.1
6		6.00	108	6.1	5.1	91.?
GT S. LT	5.5	6.25	93	5, 3	5.3	96.5
6.5		6.50	4	0.2	0.2	96.7
GT 6.5, L1	7	6.75	22	1.?	1.2	98.0
7		7.00	36	2.0	2.0	100.0
NUNRESPONS	IVE	-9.00	5	0.3	MISSING	100.0
		TOTAL	1766	100.0	100.0	
MEAN	5.442	HEDIAN	5.293	1		
VALID CASE	S 1761	MISSING C	ASES 5	•		

TABLE C-1 (CONT'D)

VAROL7 LE	NGTH OF HOR	K WEEK EDA	YS3			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREG	FREQ	FREƏ
CATEGORY LAS	EL	CODE	FRED	(PCT)	(PCT)	(PCT)
LE 5		5.00	512	35.3	35.4	35.4
GT S. LT 5.5	i	5.25	435	33.5	33.5	69.0
5.5		5.50	93	6.4	6.4	75.4
37 5.5, LT 6	•	5.75	231	15.9	16.3	91.4
6		6.00	45	3.1	3.1	94.5
GT &, LT 6.5		6.25	45	3.1	3.1	97.6
6.5		6.50	4	0.3	0.3	97.9
61 6.5. LT 7		6.75	13	0.9	0.9	98.5
7		7.00	17	1.2	1.2	100.0
NONRESPONSIV	ε	-9.00	4	0.3	MISSING	100.0
	. •	TOTAL	1449	100.0	100.0	
HEAN	5-349	MEDIAN	5.23	4		
VALID CASES	1445	MISSING	CASES	4		

TABLE C-1 (CONT'D)

VARGIS LENGTH OF HO	RK WEEK CHO	URS3			
CATEGORY LAJEL	CODE	ABSOLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUN FREQ (PCT)
LT 40	37.5	57	3.2	3.2	3.2
GE 40. LT 45	42.5	283	16.9	16.1	19.3
GE 45. LT 50	47.5	369	20.9	20.9	40.2
GE 50. LT 55	52.5	414	23.4	23.5	63.7
GE 55. LT 60	\$7.5	271	15.3	15.4	79-1
GE 80. LT 65	62.5	200	11-3	11.4	90.5
GE 65. LT 70	67.5	96	5.4	5.4	95.9
GE 70, LT 75	72.5	37	2•1	2-1	98.0
GE 25. LT 80	77.5	12	0.7	9.7	98.7
GE 80	82.5	23	1.3	1.3	100.0
NONRESPONSIVE	-9.0	4	0 - 2	HISSING	100-0
	TOTAL	1756	100.0	100.0	
NEAN 53.065	MEDIAN	52.07	7		
VALID CASES 1762	MISSING	CASES	4		

TABLE C-1 (CONT'D)

GE 80 Nonrespons	īĄĒ	82.5 -9.0 Total	6 3 1449	0.4 4.2	0.4 HISSING	100.0
	IĀĒ		6	0.4	0.4	100-0
GE 80		82.5				
_			•	0.4	7.04	7720
GE 25, LT	80	77.5	6	0.4	0.4	99.6
GE 70. LT	75	72.5	26	1.8	1.8	99.2
6E 45, LT	70	67.5	47	3.5	3.3	97.4
ĢE 60. LT	65	62.5	125	4.6	8.6	94-1
GE \$5. LT	60	57.5	220	15.2	15.2	85.5
GE SU, LT	55	52.5	315	21.7	21.8	70.3
GE 45. LT	50	47.5	349	24-1	24.1	48.5
GE 40. LT	45	42.5	316	21 . 5	21.9	24.3
LT 40		37.5	36	2.5	2.5	2.5
CATEGORY L	ABEL	CODE	FREQ	(PCF)	(PCT)	(PCT)
			ABSOLUTE	RELATIVE	ADJUSTED FRED	CU4 FREQ

MEAN 51.435 MEDIAN 50.349

VALID CASES 1446 MISSING CASES 3

TABLE C-1 (CONT'D)

VARQ1 9	OVERSEAS	CONTROL	DATE	CYEARS			
CATEGORY	LABEL		CODE	AB SOLUTE	RELATIVE FRED (PGF)	ADJUSTED FRED (PCT)	CUM FREQ (PCI)
1978-1979			0.8	245	13.9	25.7	25.7
1976-1977			2.5	372	15.4	28.5	54.1
1974-1975			4.5	5 172	9.7 .	15.0	72-1
1972-1973			6.5	3 134	7.6	14-9	86.2
1970-1971			5.5	5 68	3.9	7.1	93.3
1968-1969			10.5	5 47	2.7	4.9	98.2
1966-1967			12.5	5 9	0.5	0.9	99.2
PRIOR TO	1966		14.5	5 8	0.5	0.8	100.0
NONRESPON	SIVE		-9.0	6	0.3	MISSING	100.0
UNKNOWN			-8.0	544	30.8	MISSING	100.0
NOTAPPL-0	VERSEAS		-7.0	261	14.8	HISSING	. 100-0
			TOTAL	. 1766	100.0	190.0	
HEAN	3- 98	5 M(EDIAN	3.121			
VALIO CAS	ES 95	5 41	SSING	CASES 811			

TABLE C-1 (CONT'D)

MEAN VALID CA	4-4 ISES 13	•	MEDIAN Missin	4 CASES	•389 149		
			TOTAL	1449	100.0	100.0	
NOTAPPL-	CVERSEAS		-7.0	137	9.5	MISSING	100-0
UNKNOWN			-8-0	12	9.8	HISSING	100.0
PRIOR TO			14.5	2	0-1	0.2	100.0
1966-196			12.5	6	0 - 4	0.5	99.5
1968-196			10-5	5	0.3	0.4	99.4
1978-197			8.5	98	6.8	7.5	99.0
1972-197			6.5	335	23.1	25.9	91.5
1974-197			4.5	362	25.4	27.5	65.7
1976-1977			2.5	322	22.2	24.8	37.8
1978-1979			0.8	170	11.7	13-1	13.1
CATEGORY	1 ARF1	•	CODE	AB SOLUTE FREQ	FRE7 (PG1)	FRED (PCT)	FREQ (PCT)
VARG19	OVERSEAS	CONTROL	DATE E	YEARI	RELATIVE	ADJUSTED	CUM

TABLE C-1 (CONT'D)

VAR920	TIME	IN	TACTICAL	SOORNS	OR DETS	EVEARS ?		
						RELATIVE	ADJUSTED	CUM
					STUJCZBA	FRED	FRED	FREQ
CATEGORY	LABEL			CODE	FREQ	(PCT)	(PCT)	(PCT)
NGNE				0.0	159	9.4	9.0	9.0
LT 1				0.5	653	37.0	37.1	46.1
GE 1. LT	2			1.5	453	26 • ?	26.3	72.4
GE 2. LT	5			2.5	236	13.4	13.4	85.8
GE 3. LT	4			3.5	115	6.7	6.7	92.5
GE 4, LT	5			4.5	44	2.5	2.5	95.0
GE S. LT	6			5.5	33	1.9	1.9	96.9
GE 6. LT	7			6.5	27	1.5	1.5	98.4
GE 7. LT	8			7.5	18	1-0	1.0	99.4
GE 8				8.5	10	0.6	0.6	100.0
NONRESPON	ISIVE			-9.0	5	0.3	MISSING	100.0
				TOTAL	1765	100.0	100.0	
HEAN	•	1.58	39 ME	BIAN	1.3	24		
VALID CAS	SE S	176	51 MI	SSING	CASES	5		

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TABLE C-1 (CONT'D)

OSORAY	TIME	1 N	TACTICAL	SOORNS	OR DETS	[YEARS]		
						RELATI VE		CUM
					ABSOLUTE	FRET	FREZ	FREG
CATEGORY	LABEL			CODE	FRED	(PCT)	(PCF)	(PCT)
HONE				0.0	50	3.5	3.5	3.5
LT &				0.5	269	18.5	15.7	22-1
SE 1. LT	2			1.5	255	17.5	17.7	39.6
JE 2. LT	3			2.5	210	14.5	14.6	54.4
GE 3. LT	4			3.5	150	10.4	10.4	64.8
GE 4. LT	5			4.5	116	8.0	9.0	72.9
GE 5, LT	6			5.5	. 73	5.0	5.1	77.9
GE 6. LT	7			6.5	56	3.9	3.9	81.5
GE 7. LT	5			7.5	40	2.9	2.8	84.6
âE &				8.5	222	13.3	15.4	100.0
NONRESPO	NSIVE			-9.0	9	9-6	MISSING	100.0
				TOTAL	1449	100.0	100.0	
HEAN	:	5.49	99 M	EOSAN	2.5	99		
VALID CA	SE S	144	61 M:	ISSING	CASES	8		

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TABLE C-1 (CONT'D)

VAROZI TOTAL FLIGHT	HOURS				
			RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRED	FPED	FREQ
CATEGORY LABEL	COJE	FREO	(PST)	(PCT)	(PCT)
LT 500	250.	288	16.3	16.3	16.3
GE 500, LT 1100	800-	659	37 . 3	37.3	53.7
GE 1100, LT 1700	1400-	440	24.9	24-9	78-6
GE 1700, LT 2300	2000-	237	13.4	13.4	92.0
GE 2300. LT 2900	2600•	27	4.9	4.9	96.9
GE 2900, LT 3500	3200-	39	2.2	2.2	99.2
GE 3500+ LT 4100	3800.	9	0.5	0.5	39.7
GE 4100, LT 4700	4400-	2	0.t	0.1	99.8
GE 4790, LT 5300	5000•	3	0-5	0.2	99.9
GE 5504	5600-	1	0.1	0.1	100.0
MONRESPONSIVE	-9.	i	0.1	HISSING	100.0
	TOTAL	1766	190.0	100.0	
NEAN 1191.955	HEDIAN	1021.16	e		
VALIO CASES 1765	MISSING	CASES	1		

TABLE C-1 (CONT'D)

VAROZI TOTAL FLIGHT	H D UR S				
CATEGORY LASEL	CODE	ABSOLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PGT)
GE 500. LT 1100	899.	16	1-1	1-1	1-1
GE \$100. LT 1700	1400.	86	5.9	5.9	7.0
GE 1700. LT 2300	2000.	207	14.3	14.3	21.5
GE 2 300, LT 2900	2600.	260	17.9	19.0	39.5
GE 2900, LT 3500	3200.	237	15.4	15.4	55.7
GE 3500. LT 4100	3800.	203	14.0	14.0	69.7
GE 4100. LT 4700	4400.	181	12.5	12.5	92-2
GE 4700, LT 5300	5000.	113	7.5	7.8	90.0
GE 5300	5600.	145	10.0	10.0	100.0
NONRESPONSIVE	-9.	1	7-1	HESSING	100.0
	TOTAL	1449	100.0	100.0	
MEAN 3402-210	MEDIAN	3292.40	5		
VALID CASES 1446	MISSING	CASES	1		

TABLE C-1 (CONT'D)

VAROZZ TIME SEPARA	ITEO FROM DFF	CHOC412 [1		40.000	B.4
		ASSOLUTE	RELATIVE FRED	ACJUSTED	CUM
CATEGORY LABEL	CODE	FREQ	(egt)	FRED (PCT)	FRE 2 (PCT)
	4000	* ***	61.01.)	(+(;)	(40)
NONE	0. 0	62	3.5	4.2	4.2
LT I	4.5	521	29.5	35.4	39.6
GE 1. LT 2	1.5	488	27.6	33.2	72.8
GE 2. LT 3	2.5	283	16.0	19-2	92.0
GE 3. LT 4	3.5	98	5.5	6.7	98-6
GE 4. LT 5	4.5	14	0.9	1.0	99.6
GE 5. LT 6	5.5	4	0.2	0.3	99.9
GE 6, LT 7	6.5	2	0.1	0.1	100.0
NONRESPONSIVE	-9.0	2	0. L	PESSING	100.0
NO DEPENDENTS	-8.0	292	16.5	MISSING	100.0
	TOTAL	1766	100.0	100.0	
MEAN 1.454	MEDIAN	1-40	7		
VALID CASES 1472	MISSING	CASES 29	4		

TABLE C-1 (CONT'D)

VAROZZ II NE	SEPARATED	FROM CEF	PENDENTS LY	EARST		
				RELATIVE		CUM
			ABSOLUTE	FRER	FRED	FREQ
CATEGORY LABEL		CODE	FREQ	(PCI)	(PCT)	(PCI)
ACNE		0.0	6	0.4	0.4	0 - 4
LT 1		0.5	1.6	1.1	1.1	1.5
GE & LT 2		1-5	95	6.6	6.5	8-2
GE 2. LT 3	•	2.5	306	21.1	21.3	29.5
GE S. LT 4		3. 5	385	25.5	26.5	56.3
GE & LT 5		4.5	325	22.4	22.6	79.4
GE S. LT 6		5.5	196	13.5	13.7	92.6
GE S. LT 7		6.5	61	4.2	4.3	96.9
GE Z		7.5	45	3.1	3.1	100 -0
NO DEPENDENTS		-8.0	14	1.0	MISSING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	3.859	MEDIAN	3.63	2		
VALTO CASES	1435	MISSING	CASES 1	4		

TABLE C-1 (CONT'D)

VARESA CA	REER INTENT	£17				
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FRED	FREG
CATEGORY LAS	EL	CODE	FREQ	(PCT)	(PCT)	(PCT)
RETIRE AT 20	Y 05	0.	353	20.0	20.1	20.1
RETIRE 21-29	YQS	1.	97	5.5	5.5	25.6
RETERE AT 30	YGS	2.	42	2.4	2.4	28-0
RETIRE BEYON	0 30	3.	21	1.2	1.2	29.1
RESIGN-AIRLI	NE	4.	382	21.6	21.7	50.9
RESIGN-GOVT		5.	37	2-1	2-1	53.0
RESIGN-OTHER		6.	214	12-1	15.5	65.1
RESERVE AUGH	E41	7.	87	4.7	4.9	70.1
TRANS-OTHER	SVC	8.	17	1.0	1-0	71-0
UNDECT DE C		9.	510	28.9	29.0	100.0
NONRESPONSIV	E	-9.	6	0.3	MISSING	100.0
		TOTAL	1766	100.0	109.0	
HEAN	4.873	MEDIAN	4 - 46	1		
VALIO CASES	1760	MISSING	CASES	6		

TABLE C-1 (CONT'D)

VARZ33 CAREER	INTENT (2)					
		•		RELATIVE	ADJUSTED	CUM
			ABSOLUTE	ESE3	FREQ	FREG
CATEGORY LABEL		CODE	FREQ	(PCT)	(PCT)	(PCT)
RETIRE 21-29 YOS		1.	13	0.7	5.2	5.2
RETIRE AT 30 YGS		2.	2	0.1	0.8	6.0
RETERE BEYOND 30		3.	2	0-1	0.8	6.9
RESIGN-AIRLINE		4.	44	2.5	17.7	24.6
RESIGN-G CVT		5.	44	2.5	17.7	42.3
RESIGN-0 THER		5.	48	2.7	19.4	61.7
RESERVE AUGMENT		7-	38	2.2	15.3	77-0
TRANS-OTHER SVC		8.	16	0.9	6.5	83.5
UNGECIDED		9.	41	2.3	16.5	100.0
NOMMESPONSIVE		-9.	1519	86.0	MISSING	100-0
		TOTAL	1766	100.7	100.0	
•						

 MEAN
 5.927
 MEDIAN
 5.896

 VALID CASES
 248
 Missing Cases
 1518

TABLE C-1 (CONT'D)

VAR25A	CAREER I	INTENT CLI		,			
					RELATI VE		CUM
				A8SOLU TE	FRER	FREG	FREQ
CATEGORY L	. ABEL		CODE	FREG	(PCF)	(PCT)	(PCI)
RETIRE AT	20 Y Q S		0.	505	42.0	42.0	42.0
RETIRE 21-	29 YOS		1.	443	30.5	34.6	72.5
RETIRE AT	30 YGS		2.	136	9.4	9.4	81.9
RETIRE SEY	10ND 30		3.	64	4.4	4.4	86.3
RESIGN-AIR	LINE		4.	54	2.3	2.3	86.7
RESIGN-GOV	11		5.	4	0.3	0.3	89.0
RESIGN-OT	ER		6.	16	1.1	1-1	90-1
TRANS-OTHE	R SVC		8.	1	0.1	0.1	90 - 1
UNDECIDE C			9.	143	9.9	9.9	100.0
		•	FOTAL	1449	100.0	100.0	
MEAN	1.69	94 ME	DIAN	0.70	63		
VALID CASE	S 144	9 MI	SSTNG	CASES	0		

TABLE C-1 (CONT'D)

VARESS CAREER	INTENT [2]				
			RELATIVE	ADJUSTED	CUM
EATECOOK 1.35.		ABSOLUTE	FRED	FRED	FRED
CATEGORY LABEL	CODE	FREG	(PCT)	(PCI)	(PCT)
RETTRE 21-29 YOS	1.	19	1.2	25.1	28.1
RETIRE AT 30 YOS	2.	2	0.1	3-1	31.3
RETIRE BEYOND 30	3.	3	0.2	4.7	35.9
RESIGN-AIRLINE	4.	3	0.2	4.7	40.6
RESIGN-OTHER	ó.	11	0.8	17.2	57.8
RESERVE AUGMENT	7.	6	0.4	9.4	67.2
TRANS-OTHER SVC	8.	1	0.1	1.5	68.8
UNDECIDEC	9.	20	1-4	31.3	199.0
NONRESPONSIVE	-9.	1365	95.6	HISSING	100.0
•	TOTAL	1449	100.0	100.9	

MEAN 5.297 MEDIAN 6.045 VALID CASES 64 MISSING CASES 1385

TABLE C-1 (CONT'D)

VAR23C CAREER INTENT	£ 33		RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRED	FRED	FREQ
CATEGORY LABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
RETIRE AT 20 YOS	0.	1	0.1	0.9	0.9
RETERE AT 30 YOS	2.	2	0.1	1.8	2.8
RETIRE BEYOND 30	3.	2	0-1	1.8	4.6
RESIGN-AIPLINE	4.	4	0.2	3.7	8.3
RESIGN-GOVT	5.	8	0.5	7.3	15.6
RESIGN-OTHER	6.	35	2.0	32-1	47.7
RESERVE AUGMENT	7.	15	9.8	13.8	61.5
TRANS-OTHER SYC	.3	12	9.7	11-0	72.5
UNDECIDED	9.	30	1-7	27.5	100.0
NONRES PONSIVE	-9.	1657	93.8	MISSING	100.9
•	TOTAL	1766	100.0	100.0	

MEAN 6.853 MEDIAN 6.667

VALID CASES 109 MISSING CASES 1657

TABLE C-1 (CONT'D)

VARZIC CAREER	INTENT E33					
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRES	FREQ	FREO
CATEGORY LABEL		CODE	FRED	(PCT)	(PCT)	(PCT)
RETIRE AT 30 YOS	i	5.	4	0.3	23.5	23.5
RETIRE BEYONG 30)	3.	1	0.1	5.9	29.4
RESIGN-AIRLINE		4.	1	0.1	5.9	35.3
RESIGN-GOVT		5.	1	0.1	5.9	41.2
RESIGN-OTHER		5.	t	0.1	5.9	47-1
RESERVE AUGMENT		7.	1	1.0	5.9	52.9
UNDECIDED		9.	8	9-6	47-1	190.0
NGNRESPONSIVE		- j.	1432	98.4	MISSING	190.0
		TOTAL	1449	100.0	100.0	

HEAN 6-176 MEDIAN 7.000 VALID CASES 17 MISSING CASES 1432

TABLE C-1 (CONT'D)

MEAN	7.561	WENTAL	• 14	•		
		TOTAL	1766	100-0	100.0	
4444 3 5 CM		-9.	1725	97.7	MISSING	100.0
NONFESPONS	THE		1 705			
UNDECIDED		9.	16	1.0	43.9	100.0
TRANS-OTHE	RSVC	8.	7	0.6	17-1	56-1
RESERVE AL	IGMEN T	7.	5	0-3	12.2	39.0
RESIGN-01	IER	6.	8	0.5	19.5	26.8
RESIGN-GOV	/T	5.	1	0.1	2.4	7.3
RETIRE BEY	70ND 30	3.	1	0.1	2.4	4-9
RETIRE 21-		1.	1	9-1	2.4	2.4
CATEGORY (ABEL	CODE	ABSOLUTE FREQ	FRED (PCT)	FREQ (PCT)	FREQ (PCT)
CESRAV	CAREER INTE	ENT [4]		RELATIVE	ADJUSTED	CUM

MEAN 7.561 MEDIAN 8.143
VALID CASES 41 MISSING CASES 1725

*NEAN	6.750	MED I AN	7.50	0		
		TOTAL	1449	102.2	100.3	
NONRESPO	ASTAE	-9.	1445	99.7	MISSING	100-0
UNDECIDE	0	9.	2	0.1	50.0	100.0
RESIGN-01	THER	6.	1	0.1	25.3	50.0
RETIRE 81	EYDND 30 ,	3.	t	0-1	25.0	25-0
CATEGORY	LASEL	COOE	ABSOLUTE FREQ	RELATIVE FRED (PGT)	ADJUSTED FREO (PCT)	CUM FREQ (PCT)
VARZ30	CAREER INTEN	T [4]		6.51 A.71 M.5	18144754	

TABLE C-1 (CONT'D)

VARZSE	CAREER	INTENT	[5]		0 51 A 71 MF	ADJUSTED	CUM
CATEGORY	LA3EL		CODE	ABSOLUTE FREQ	RELATIVE FRED (PCF)	FRED (PCT)	FREQ (PCT)
RESIGN-OT			6.	1	7.1	9.1	9-1
RESERVE A	TPSPDU		7.	1	0.1	9.1	18.2
UNDOC! DE C	:		. 9.	9	0.5	81.8	100-0
NONRESPONSIVE			-9.	1755	99.4	MISSING	100.0
			TOTAL	1766	109.9	190.0	
MEAN	8.5	545	MEDIAN	6.8(89		
VALID CAS	SE S	11	#13 SING	CASES 17	55		

VAR2SE	CAREER INTEN	T (5)				
VANCOL				RELATIVE	DITRULGA	CUM
	•		AB SOLUTE	ES E J	FRED	FREO
CATEGORY LAGEL		CODE	FREO	(PCT)	(PCT)	(PCT)
UNDECT DE C		9.	2	0.1	100.0	100.0
NONRE SPONSIVE		-9.	1447	99.9	MISSING	100.0
		TOTAL	1449	104.0	100.0	
HEAN	9.000	MEDIAN	9.00	19		
VALID CASE	ES 2	MISSING	CASES 144	7		

TABLE C-1 (CONT'D)

Company grade

CATEGORY LABEL		CODE	ABSOLUTE FREQ	RELATIVE FRED (PCI)	ADJUSTED FRED (PCT)	CUM FREQ (PCT)
TRANS-OTHE	R SVC	8.	2	0-1	100.0	100-0
NONRESPONSIVE		-9.	1764	99.9	HISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAN	8.000	MEDIAN .	5.00	0	-	
VALID CASE	S 2	MISSING	CASES 176	4		

VAR23F	CAREER	INTENT	[6]			•	
					RELATI VE	ADJUSTED	CUM
				ABSOLUTE	FREA	FREQ	FRFO
CATEGORY	LABEL		CODE	FREO	(PCI)	(PCT)	(PCT)
NONRESPONSIVE		-9.	1449	100.0	MISSING	100.0	
,			TOTAL	1449	100-3	100.0	
VALID CA	SES	0	HISSING	CASES 144	9		

TABLE C-1 (CONT'D)

Company grade

VAR23G	CAREER INTER	T 673				
CATEGORY L	.ABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (TOQ)
UNDECIDED		9.	1	0.1	100.0	104.0
NORRESPONSIVE		-9.	1765	99.9	HISS ING	100.0
	•	TOTAL	1766	190.0	100.0	
HEAN	9- 000	MEDIAN	9.00	0		
VALTO CASE	S 1	MISSING	CASES 176	5		

PESRAV	CAREER INTEN	f £73				
				RELATIVE	ADJUSTED	CUY
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY	LABEL	CODE	FREG	(°CT)	(PCT)	(PCT)
UNDECTDEG		9.	1	0.1	190.0	100.0
NORRESPONSIVE		-9.	1448	99.9	MISSING	100.0
			******		*****	*
		TOTAL	1449	100-0	100-0	
MEAN	9.000	MEDIAN	9.00	0		
VALID CAS	ES 1	MISSING	CASES 144	8		

TABLE C-1 (CONT'D)

VAROZ4	LETTER OF	RESIGNATION	SUBMITTED			
	-		AS SOLUTE	RELATIVE FRF2	ADJUSTED FREQ	CUM FRE 0
CATEGORY L	ABEL	CODE	FREO	(PCI)	(PCT)	(PCT)
TES		0.	135	7.5	8.2	8.2
NOT 461-86	IT WILL	1.	851	48.2	51.9	60.2
INTENO TO	RETIRE	2.	653	37.0	39.8	100.0
NCHRESPONSIVE		-9.	127	7.2	HISSING	100.0
		TOTAL	1766	100-9	100.0	
HEAR	1.316	MEDIAN	1.304			
VALTO CASE	S 1639	MISSING	CASES 127	,		

JAROZ L	LETTER O	F RESIGNATION	SUBMITTED			
				RELATIVE	GSTEULGA	CUM
			ABSOLUTE	FRED	FREQ	FREG
CATEGORY	LABEL	CODE	LoE3	(PCT)	(PCT)	(PCT)
YES		0.	47	3.2	3.3	3.3
NOT YET-A	UT WILL	1.	79	5.5	5.6	8.7
INTEND TO	RETIRE	2.	1295	89.4	91.1	100.0
NONRESPONSIVE		-9.	28	1.9	HISSING	100-0
		TOTAL	1449	100.0	100.0	
MEAN	1.87	8 MEDIAN	1.95	ı		
VALID CAS	ES 142	1 MISSING	CASES 2		•	

TABLE C-1 (CONT'D)

VARO25 AFFECT OF TE	RHINATING I	PROFLY PROG	RAM		
			RELATIVE	ADJUSTED	CUY
•		ABSOLUTE	FRED	FREO	FREO
CATEGORY LABEL	CODE	FRED	(201)	(PCT)	(PCT)
VS INDUCES RESIG	-2.	275	15-6	15.6	15-6
INOUGES RESIG	-1.	563	31.9	32.0	47.6
NONE-UNCERTAIN	0.	876	49.6	49.8	97.4
INDUCES RETEN	1.	36	2.0	2.0	99.4
VS INDUCES RETEN	2.	10	0.6	0.6	100-0
NONRE SPONSIVE	-9.	6	0.3	MISSING	100.0
	TOTAL	1766	100-3	100.0	
HEAN -0.601	MEDIAN	-0.45	52		
VALID CASES 1750	MI SSING	CASES	6		

	TOTAL	1449	100.0	100.0	
E	-9.	2	0.1	MISSING	100.0
ETEN	2.	20	1.4	1-4	100.0
N	1.	93	6.4	6.4	98.6
IN	0.	842	58 • t	58.2	92.2
3	-1.	356	24.6	24.6	34.0
ES 1G	-2.	136	9. 6	9.6	9.4
EL	CODE	FREQ	(2CL)	(PCT)	(PCT)
		ABSOLUTE	RFLATIVE FRED	ADJUSTED Freq	CUM Freq
	EL ESIG G IN N ETEN	EL CODE ES 1G -2. G -1. IN 0. N 1. ETEN 2.	ABSOLUTE CODE FREQ ESIG -2. 136 G -1. 356 IN 0. 842 N 1. 93 ETEN 2. 20 E -9. 2	ABSOLUTE FRE9 EL GODE FRE9 (PCF) ES1G -2. 136 9.4 G -1. 356 24.6 IN 0. 842 58.1 N 1. 93 6.4 ETEN 2. 20 1.4 E -9. 2 0.1	ABSOLUTE FRE9 FRE9 EL CODE FRE9 (°CT) (PCT) ESIG -2. 136 9.6 9.6 G -1. 356 24.6 24.6 IN 0. 842 58.1 58.2 N 1. 93 6.4 6.6 ETEN 2. 20 1.4 1.4 E -9. 2 0.1 MISSING

TABLE C-1 (CONT'D)

VAROZE A	FFECT OF NO	N-FLYING DU	ITY			
CATEGORY LA	9EL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PGI)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VS INDUCES	RESIG	-2.	733	41.5	41.5	41.5
INDUCES RES	16	-1.	57 3	32.4	32.4	74.0
NONE-UNCERT	AIN	0.	429	24 - 3	24.3	98.2
INDUCES RET	EN	1-	24	1-4	1.4	99.6
VS INDUCES RETEN		2.	7	0.4	0.4	100-0
		TOTAL	1766	100.0	100.0	
HEAN	-1.133	MEDTAN	-1 - 23	18		
VALED CASES	1766	MISSING	CASES	٥		

MEAN VALED CASES	-0.613 1443	NEBIAN Hissing	-0.42	23		
•		TOTAL	1449	100.0	100.0	
NGRRESPONSIVE		-9.	6	3.4	MISSING	100.0
VS INDUCES	RETEN	2.	10	9.7	0.7	104.0
INDUCES PET	EN	1.	15	1.2	1-2	99.3
NONE-UNCER	TAIN	0.	751	51.9	52.0	98.1
INDUCES RES	1 G	-1-	405	25.0	28.1	46.0
A2 INDUCE2	PESIG	-2.	259	17.9	17.9	17.9
CATEGORY LA	13EL	CODE	ABSOLUTE FREQ	FRED (PCT)	FRED (PCI)	FREQ (PCT)
VARQ25	AFFECT OF NO	N-FLYING D	UTY	RELATIVE	ADJUSTED	CUM

TABLE C-1 (CONT'D)

MEAN	0.907	MEDIAN	0.94	2		
		TOTAL'	1766	100-0	100.0	
VS INDUCES RETEN		2.	429	24.3	24.3	100-0
INDUCES RE	TEN	1-	613	46-0	46.0	75-7
NONE-UNCER	TAIN	0.	475	26.9	26.9	29.7
INDUCES RE	\$ I G	-1.	29	1.5	1.6	2.8
VS INDUCES	RESIG	-2.	20	1-1	1-1	1-1
CATÈGORY L	ABEL	CODE	ABSTLUTE FREQ	RELATIVE FREG (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VAROZ7	AFFECT OF FL	YING DUTY				• • • • • • • • • • • • • • • • • • • •

MEAN VALID CASES	0.967 1447	MEDIAN Missing	0.96	6 2		
		TOTAL	1449	100.9	100.0	
MONRE SPONSIVE		-9.	5	0. t	DESSING	100-0
VS INDUCES 8	ETEN	2.	473	32.6	32.7	100.0
INDUCES RETE	×	1.	469	32.4	32.4	67-3
NORE-UNCERTA	28	0.	493	34.0	34.1	34.9
INDUCES RESI	G	-1-	8	4.6	4.6	0.8
VS INDUCES R	ES 1G	-2.	4	0.3	0.3	0-3
CATEGORY LAS	EL	CODE	ABSOLUTE FRED	FRED (POT)	FRED (PCT)	FREQ (PCT)
VAROZ7 AF	FEGT OF FL	YING DUTY		RELATIVE	ADJUSTED	CUH

TABLE C-1 (CONT'D)

VARD28	MAIN REASON FO	R BECOMI	NG USMC NA	OR NFO		
				r el a ti v e		CUN
			ABSOLUTE	FRED	FREG	FREQ
CATEGORY	LABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
FARILY		. 0.	28	1.6	1.6	1.6
PEERS		1.	22	. 1.2	1.2	2.6
CHALLENGE		2.	1095	62.0	62.2	65.0
108		3.	30	- 1.7	1.7	66.7
SERVE COU	NTRY	4.	356	20 - 2	20.2	56.9
RECRUITER	-050	5.	32	1.6	1.8	88.5
PREF OTHE	R SVC	6.	1 06	6.0	6.0	94.8
PREP FOR	C14 J08	7-	62	3.5	3.5	98.3
FLIGHT PA	4	8-	30	1.7	1.7	100.0
NC92 3RNDN	SIVE	-9.	5	0.3	MISSING	100.0
	•	TOTAL	1766	100.0	199.0	
HEAN	2.951	MEDIAN	2.2	58		
VALID CAS	ES 1761	MI SSI NG	CASES	5		

TABLE C-1 (CONT'D)

YAROZS MAIN RE	EASON FOR	BECOMIN	G USHC NA	OR NF3		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRES	FREQ	FREQ
CATEGORY LASEL		CODE	FREQ	(PCT)	(PCT)	(PCT)
FAMILY		0.	25	1.7	1.7	1.7
PEERS		1.	51	3.5	3.5	5.3
CHALLENGE		2.	821	56.7	57.1	62.4
JCB		3.	13	0.9	0.9	63.5
SERVE COUNTRY		4.	347	23.9	24.1	87.5
RECRUITER-050		5.	38	2.6	2.6	90-1
PREF OTHER SVC		6.	58	4.0	4.9	94.2
PREP FOR CLV JOS		7.	19	1.3	1.3	95.5
FLIGHT PAY		8.	65	4.5	4.5	100.0
MONRESPONSIVE		-9.	12	0.8	MISSING	100.0
		TOTAL	1449	100.0	100.0	
WEAR 3-1	090 M	EDIAN	2.28	33		
VALID CASES 14	137 H	ISSING	CASES 1	12		

TABLE C-1 (CONT'D)

VAROZO ZND REASON FOR	BECOMING	USHC NA O	R NFO		
•			RELATIVE	ADJUSTED	CUM
		ARSOLUTE	FRED	FREQ	FRED
CATEGORY LABEL	CODE	FRED	(PCI)	(PCT)	(PCT)
FAHILY	0.	58	\$.3	3.3	3. 3
PEERS	1.	79	4.5	4.5	7.8
CHALLENGE	2.	449	25.4	25.6	33.4
60L	3.	101	5.7	5.7	39-1
SERVE COUNTRY	4-	518	29.3	29.5	68-6
RECRUITER-053	5.	62	3.5	3.5	72.1
PREF OTHER SVC	6 -	119	5.7	6.9	78.9
PREP FOR CIV JC9	7.	258	14.5	14.7	93.6
FLIGHT PAY	8.	113	6.4	6.4	100.0
NONRESPONSIVE	-9.	9	0.5	MISSING	100-0
	TOTAL	1766	100.9	100.3	
•					
MEAN 4.033	MEDIAN	3.87	0		
VALID CASES 1757	HISSING	CASES	9		

TABLE C-1 (CONT'D)

VARO29	ZND REASON	F 03	BECOMING	USHC NA	OR NEO		
					RELATIVE		CUM
				ABSOLUTE	FREQ	FREO	FREO
CATEGORY	LABEL		CODE	FREQ	(PCT)	(PCT)	(PCT)
FAHILY			0.	38	2.6	2.7	2.7
PEERS			1.	113	7.8	7.9	10.6
CHALLENGE			2.	393	27.1	27.5	38-0
108			3.	44	3.0	3. t	41.1
SERVE COU	NTRY		4	450	31-1	31-4	72.5
RECRUITER	-cso		5.	69	4.8	4.8	77.4
PREF OTHE	R SVC		6.	43	3.0	3.0	80.4
PREP FOR	80L VI3		7.	132	9.1	9.2	89.6
FLIGHT PA	Y		8.	149	10.3	10-4	100.0
NONRESPON			-9.	15	1.2	MISSING	190.0
	. •		TOTAL	1449	100.0	100.9	

MEAN 3.878 MEDIAN 3.783
VALID CASES 1431 MISSING CASES 18

TABLE C-1 (CONT'D)

VAR O 30	IMPORTANCE O	F JOS SATI	SFACTION			
CATEGORY I	L ASEL	CODE	ABSOLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
AESA FOR		-2.	30	1.7	1-7	1.7
LON		-1.	60	3.4	3.4	5.1
MOCERATE-	A VE	0-	190	10.5	10.5	15.9
HIGH		1.	552	31-3	31.3	47-1
VERY HIGH		2.	933	52.6	52.9	100.0
NONRESPONSIVE		-9.	1	0.1	HISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAM	1.302	MEDIAN	1.55	j 4		
VALID CAS	ES 1765	MISSING	CASES	1		

VAR030	IMPORTANCE	OF JOE SATI	SFACTION			
			AB SOLUTE	RELATIVE FREQ	ADJUSTED FREQ	CUM FREQ
CATEGORY I	LAGEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	16	1.1	1.1	1-1
LOW		-1.	48	3.3	3.3	4.4
HODERATE -	AVE	9.	131	9.0	9.0	13.5
HIGH		1.	381	26.3	26.3	39.8
WERY HIGH		2.	673	60 • 2	5.04	100.0
		TOTAL	1449	100.0	100.0	
NEAN	1.413	MEDIAN	1-67	0		
VALED CASE	5 1449	DAISSING	CASES	0		

TABLE C-1 (CONT'D)

VARBSI	INPORTANCE	OF LENGTH OF	WORK HEEK			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FREQ	FREQ
CATEGORY	LAJEL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	71	4.0	4.0	4.0
Lam		-1.	243	13.5	13.8	17.5
Magera Te-	AVE	0.	680	38.5	38.5	56.3
KIGH		1.	508	28 - 8	28.8	85.1
VERY HIGH	İ	. 2•	263	14.9	14.9	100-0
NONRESPON	ISIVE	-9.	΄ ι	0.1	MISSING	100.0
		TOTAL	1765	100.0	100.0	
		HUIAL	1,00	file a	Tanta	
MEAN	0.368	PEDIAN	0.33	6		
VILID CAS	ES 1765	MISSING	CASES	1		

VARO31	IMPORTANCE	OF LENGTH OF	. NORK WEEK			
				RELATIVE	CETEULOA	CUM
			ABSOLUTE	FREE	FRES	FREG
CATEGORY	LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	85	5.9	5.9	5.9
LOW		-1.	316	21.8	21.6	27.7
MODERA TE-	A VE	0.	569	39.3	39.3	66.9
HIGH		1.	351	24 .2	24.2	91.2
YERY HIGH		2.	128	8.8	8.8	100.0
				44244	******	
		TOTAL	1449	140.0	100.0	
MEAN	0.084	MEDIAN	C.06	9		
VALED CAS	ES 1449	MISSING	CASES	•		

TABLE C-1 (CONT'D)

VARO32	IMPORTANCE O	F PERSONNEL	MANAGEMEN	iT		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREA	FREQ	FREQ
CATEGORY L	. ABEL	CODE	FRED	(PCT)	(PCT)	(PCT)
AEKA FOM		-2.	18	1.0	1.0	1.0
LON		-1-	34	1.3	1.8	2.5
HOCERATE-A	AVE 341	0.	171	9.7	9.7	12.5
HIGH		1.	530	30.0	30.0	42.5
VERY HIGH		2.	1015	57.5	57.5	100.0
NONRESPONS	341	-9.	· 1	0.1	MISSING	100.0
		TOTAL	1766	100.0	100.3	
HEAM	1-412	MEDIAN	1.63	:1		
	716	WEDTHE	1 40 3	· L		
VALTO CASE	5 1765	MISSING	CASES	ι		

VARO32	IMPORTANCE D	F PERSONNEL	HANAGE HEN	eT.		
CATEGORY I	.J36A.	CODE	ABSOLUTE FREO	RELATIVE FRED (PCT)	ADJUSTED FRED (PCT)	CUM FREQ (PCT)
VERF LOW		-2.	2	9-1	0-1	0.1
LOW		-1.	20	1.4	1.4	1.5
HODERATE -	N VE	0.	104	7-2	7.2	8.7
HIGH		1.	433	27.9	29.9	38.6
VERY HIGH		2.	- 889	61.4	61.4	100.0
NONRESPOR	21AE	-9. Total	1 144?	0.1 100.9	HISSING	100.0
		IGIAC	1447	100.9	100.0	
HEAN	1.510	MEDIAN	1.68	6 .		
VALID CASE	S 1448	HISSING	CASES	1		

TABLE C-1 (CONT'D)

VAR033	IMPORTANCE O	F UNACC. TO	URS & DEPL	OYMEN TS		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FREG	FREG
CATEGORY L	A3 EL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	49	2.5	2.8	2.5
LOX		-1.	. 43	5-3	5.3	8.0
A- 31 ARBOOM	AE .	0.	272	15-4	15.4	25.5
HIGH		1.	453	25 .7	25.7	49.1
VERY HIGH		2.	596	50-8	50.9	100-0
NONRES PONSIVE		-9.	. 1	0.1	MI SSI NG	100.0
		TOTAL.	1766	100.9	100.0	
MEAN	1.166	MEDIAN	1.51	7		
WAL TO CASE	c 1765	MICCINE	C A C C C			

VARQ33	INPORTANCE D	F UNACC. T	OURS & DEPL	DYMENTS		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY L	ABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	14	1.0	1.0	1-0
LCW		-1.	50	3.5	3.5	4-4
MODERATE-A	34	0.	267	15.4	18.4	82.8 ·
HIGH		1.	438	54.2	30.2	53-1
VERY HIGH		2.	660	45.7	46.9	100.0
		TOTAL	1449	109.0	100.0	
HEAM	1.167	MEDIAN	1.39	8		
VALED CASE	S 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VARG34	IMPORTANCE O	F TOUR LENG	TH			
CATEGORY		CODE	ABSOLUTE FRED	relative freq (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LON		-2.	70	4.0	4.0	4.0
LOM		-1.	221	12.5	12.5	16.5
MCDERATE-	AVE	a.	562	51-8	31.9	48-4
HIGH		1.	512	29.0	29.0	77.4
VERY HIGH		2.	398	22.5	22.6	100-0
NONRES PORSIVE		-9.	.3	0.2	MI SSI NG	190.0
		TOTAL	1766	100.0	100.0	
MEAN	9.537	MEDIAN	0.55	i 6		
WALID CAS	FS 1763	MISSING	CASES	3		

TO SOME THE SERVE	TOUR LENG	TH			
			RELATIVE	ADJUSTED	CUM
CATEGORY LABEL	CODE	ABSOLUTE FRED	FRED (PCT)	FREQ (PCT)	FREQ (PCT)
VERY LOW	-2.	59	2.7	2.7	2.7
For	-1.	218	15.0	15.0	17.7
MODERA TE -A VE	0.	432	29.8	29.8	47.6
HIGH	1.	478	33.9	53.0	80 - 5
VERY HIGH	2•	282	19.5	19.5	0.001
	TOTAL	1449	100.0	100.0	
MEAN G.515	MEDIAN	0.57	4		
VALID CASES . 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VAR035 14	IPORT OF NO	SEL PVA-N	OPPORTUNITI	ES		
		•		RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY LAS	IEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY LON		-2.	117	6.6	6.6	6.5
LOW		-1.	276	15.6	15.6	22-3
NGDERATE-AVE	:	0.	481	27.2	27.3	49.5
HIGH		1.	506	28 .7	28.7	78.2
VERY HIGH		2.	385	21.8	21.5	100-0
NONRESPONSIV	Ε	-9.	. 1	6.1	MI 231 A3	100.0
		TOTAL	1766	100.0	100.0	
MEAN	0-434	MEDIAN	9.51	.7		
VALID CASES	1765	MISSING	CASES	1		

VAR035	IMPORT	OF	NYA-NEN	J08	0PP0RTUN111	ES		
						RELATIVE	ADJUSTED	CUM
					ASSOLUTE	FRES	FREG	FREG
CATEGORY	LABEL			CODE	FREG	(PCT)	(PCT)	(PCI)
VERY LOW				-2.	140	9.7	9.7	9.7
LOW				-1-	291	20.1	20.1	29.7
MCOERATE-	AVE			٥.	489	33.7	33.7	63.5
HIGH				1.	345	23. 4	23.3	87.3
VERT HIGH	1			2.	154	12.7	12.7	100.9
					1449	100.0		
				TOTAL	7444	100.0	100.0	
MEAM	9-9	98	MEC	MALC	0.10	0		
WALID CAS	ES 1	449	41	SSING	CASES	0		

TABLE C-1 (CONT'D)

VAROSS IM	PORTANCE OF	AIRLINE	HIRINGS			
				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	FREG	FREQ	FREQ
CATEGORY LAS	EL	CODE	FREO	(PCT)	(PCT)	(PCT)
VERT LOW		-2.	299	16.9	16.9	16.9
LOW		-1.	261	14.8	14.5	31.7
NOCERATE-AVE		0.	382	21.6	21.6	53.4
HIGH		1.	357	20.2	20.2	73.6
VERY HIGH		2.	466	26 .4	26.4	100-0
NONRES PONSIV	E	-9.	1,	0-1	MISSING	100.0
		TOTAL	1766	100.0	100.0	
MEAN	0.244	MEDIAN	0.34	.4		
VALID CASES	1765	MISSING	CASES	1		

VAR 0 35	IMPORTANCE DE	FAIRLINE	HIRINGS			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY L	.ABEL	CODE	FREG	(PCF)	(PCT)	(PCT)
VERY LON		-2.	327	82.6	22.6	22.6
LOW		-1.	240	15.6	16.6	39.1
HODERATE-A	YE	0.	300	20.7	20.7	59.8
HIGH		1.	277	19.1	19-1	79.0
VERY HIGH		2.	305	21.0	21.0	100.0
		TOTAL	1449	100.0	109-0	
MAJN	-0.005	MEDIAN	0.02	5		
VALID CASE	5 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VAROS7	1 40001	UE	USHC-CIVILIAN	PAY DIFFE	PENTI AL		
4 K K G J /	4 m/ On /		00.00 0111111		RELATIVE	ADJUSTED	CUM
			•	ABSOLUTE	FRED	FREG	FREG
CATEGORY !	LAGEL		CODE	FRED	(PCF)	(PCT)	(PCT)
VERY LON			-2.	63	3.5	3.6	3-6
LON			-1.	141	8.0	8.4	11-6
MODERATE -	AVE		0.	337	19-1	19.1	30 - 7
			1.	525	29.7	29.7	60-4
HIGH			••	,,,			
VERY HIGH			2.	699	39-6	39.6	100.0
NCARE SPOX	SIVE		-9-	1	0.1	MISSING	100.0
			·				
			TOTAL	1766	100 - 0	100.0	
WE . N	0-	938	MEDIAN	1.1	50		
HEAN	٧.	, , u	NEO THA	• • • • • • • • • • • • • • • • • • • •			
VALID CAS	ES 1	765	HISSING	CASES	1		

VARM37	IMPORT	ΩF	US NC -CI VILI AN	PAY DIFFE	RENTI AL		
******	•, •				RELATIVE	ADJUSTED	CUM
				ABSCLUTE	FRES	FREG	FREG
CATEGORY !	LABEL		CODE	FPEQ	(501)	(PCT)	(PCT)
VERY LON			-2-	77	5.3	5.3	5.3
FOM			-1.	137	9.5	9.5	14.8
HODERATE -	AVE		0.	339	23.4	23.4	38.2
HIGH			1.	477	32-9	32.9	71.1
VERY HIGH			2.	419	28.9	28.9	100.0
			TOTAL	1449	100.0	100-0	
HEAN	0.	707	MEGIAN	0.86	50		
VALID CAS	ES 1	449	MISSING	CASES	0	•	

TABLE C-1 (CONT'D)

YAROJ8	IMPORTANCE D	F TIME AWAY	FRON FAMI	LY		
•			ABSOLUTE	relative Freq	ANJUSTED FRED	CUM FREQ
CATEGORY	LABEL	COO€	FREQ	(PGF)	(PCT)	CPCT 1
AEBE FOR		-2.	33	1.9	1.9	1.9
FOR		-1.	71	4.0	4.0	5.9
HODERA TE-	A VE	0.	286	16.2	16.2	22 - 1
HIGH		1.	526	29.8	29.8	52.0
VERY HIGH		z.	847	45.0	48.0	100.0
NONRESPONSIVE		-9.	.3	3-2	HISSING	100.0
		TOTAL	1766	100.0	100.3	
MEAN	1.182	MEDIAN	1-43	14		
VALID CAS	F	MISSING	CASES	3		

HEAR	1-161	MEDIAN	1 - 32	11		
		TOTAL	1449	100.0	100.0	
VERT HIGH		2.	639	44 - 1	44-1	100-0
HIGH		1.	478	35.0	33.0	55.9
NDDERATE-	AVE	. 0.	015	19.6	18.6	22-9
LON		-1.	51	3.5	3.5	4.3
VERY LON		-2.	11	0.8	0.6	9.0
CATEGORY	LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
92 9 58	EMPSATANCE D	F TIME AHAY	FROM FAMI			

TABLE C-1 (CONT'D)

VARG39	397A TRE	OF "QUALITY	OF LIFE			
CATEGORY (LAGEL	CODE	ABSCLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FRED (PCI)	CUM FREQ (PCT)
LON		-2.	27	1.5	1.5	1.5
HODERA TE-A	VE	-1.	106	6.0	6.0	7.5
HIGH		0-	765	15.0	15-0	22-6
VERT HIGH		1.	701	39.7	39.8	62.3
NUNRESPONS	3VI	5.	664	37.6	37.7	100.0
		TOTAL	3 1765	103.7	MISSING C.001	190.0
MEAN	1.060	MEDIAN	1-190		1000	
WALID CASES	1763	HISSING C				

VARESS IMPORT	ANCE OF TOUALITY	OF LIFE *			
CATEGORY LABEL VERY LOW	CODE	ABSOLUTE FREG	RELATIVE FRED (201)	ADJUSTED FRE4 (PCF)	CUM FREQ
LON LON	*2•	17	1.2	1.2	(PCT)
MCDBRATE-AVE	~1.	72	5.4	5.0	6.1
HIGH	g. 1.	225 587	15.5	15.5	21.7
VERY HIGH	. 2.	547	40.5 37.8	40.5	62.2
ngare sponsive	-9.	1	0.1	37.8 HISSING	190.0
	TOTAL	1449	100.0	100.0	140.0
MEAN . 1.06	MEDIAN	1.198			
VALID CASES 1446	HISSING CA				

TABLE C-1 (CONT'D)

Company grade

VAR GA O	IMPORTANCE O	F BELIEF TH	AT JOB HAS	VALJE		
CATEGORY L	ABEL	CODE	ABSOLUTE FREO	RELATIVE FRED (PCT)	ADJUSTED FREQ (PGT)	CUM FREQ (PCT)
VERY LON		-2-	21	1.2	1.2	1.2
FOR		-1.	57	3.2	3. 2	4.4
HODERA TE-A	3V	o-	193	10-9	11-0	15-4
HIGH		1-	560	31.7	31.8	47.2
VERY HIGH		2.	930	52.7	52.8	100.0
NORRESPONS	IVE	-9.	5 .	0.3	HISSING	100-0
		TOTAL	1766	100.0	100.9	
HEAM	1.316	MEDIAN	1-55	3		
WALIQ CASE	S 1761	MISSING	CASES	5		

Field grade

MEAN	1.455	WEDTAN	1.67	1		
		TOTAL	1449	100.0	100.0	
NOME SPOR	ISTYE	-9.	2	0.1	HISSING	100.0
VERY HICH	1	2•	873	64.2	60.3	108-9
HIGH		1•	415	28.6	28.7	39.7
MODERA TE-	AVE	0.	114	7.9	7.9	11.0
LOW		-1-	35	2.4	2.4	3.1
AEBA FOR		-2•	10	0.7	0.7	0.7
CATEGORY LABEL		3600	ABSCLUTE FREQ	FRED (PGF)	FREQ (PCT)	FREQ (PCT)
04BRAV	IMPORTANCE O	F BELIEF TH	EAH BOL TA	v alue Relative	ADJUSTED	CUM

VALSO CASES - 1447 HISSING CASES 2

TABLE C-1 (CONT'D)

VAR 04 1	IMPORTANCE	OF DEPENDENT	F MEDICAL O	CARE		
			ABSOLUTE	RELATIVE FRED	ADJUSTED FRED	CUM FRF 0
CATEGORY L	LABEL	CODE	FREO	(PCT)	(PCT)	(PCT)
AESA FOR		-2.	63	3.6	3.6	3.6
FOR		-1-	97	5.5	5.5	9.1
HODERA TE-	A VE	0.	305	17.3	17.3	26-4
HIGH		1.	501	28.4	28.4	54.8
YERF HIGH		2.	796	45.1	45.2	100.0
MONRESPON	SIVE	-9.	4	0.2	HISSING	109.0
		TOTAL	1766	100.0	100.0	
MEAN	1.051	MEDIAN	1.33	10		
VALID CASE	ES 1762	NISSING	CASES	4	•	

YARO41	IMPORTANCE	OF DEPENDENT	T MEDICAL :	CARE		
			48SOLUTE	RELATI VE	ADJUSTED FRED	CUM FREO
CATEGORY (LABEL	CODE	FREQ	(PGI)	(PCT)	(PCT)
VERY LON		~2.	19	1.2	1.2	1.2
LON		-1.	47	3.2	3.2	4.5
HODERATE-	IVE	Q.	233	15 · t	16-1	20.6
HIGH		1.	510	35.2	35.2	55.8
VERY HIGH		2.	641	44.2	44.2	100.0
		TOTAL	1449	100.0	100-0	
MEAN	1-179	MEDIAN	1.33	36		,
VALID CASE	5 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VARQ42	IMPORTANCE	OF JOS RECO	GNITION			
CATÉGORY L	. AJEL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PGT)	ADJUSTED FREQ (PCT)	CUM FREQ (PGT)
VERY LOW		-2-	28	1.5	1.6	1-6
LOW		-1.	129	7.3	7.3	8.9
HODERATE-	AVE 3V	0.	482	27 . 3	27.4	36.3
HIGM		1-	654	37 -0	37-1	73.4
VERY HIGH		2.	468	26.5	26.6	100.0
MONZESPON	STAE	-9.	5.	0.3	MISSING	100.0
		TOTAL	1766	100.7	100.0	
MEAN	0.798	MEDIAN	0.8	69		
VALID CASE	S 1761	MISSING	CASES	5	•	

MEAN	0.879	MEDIAN	0.94	17		
		TOTAL	1449	100.0	100.0	
VERY HIGH	н	2.	420	29.0	29.0	100.0
HISH		1.	551	38.0	38.0	71.0
MODERATE	-AVE	0.	373	25.7	25.7	33.0
LOW		-1-	93	6.4	6.4	7.2
VERT LOW		-2.	12	0.5	0.5	0.8
CATEGORY	LABEL	CODE	AB SOLUTE FREQ	FREQ (°CT)	FREQ (PCT)	FREQ (PCT)
VAR 0 42	IMPORTANCE O	F JOS RECOG	NEITIN	RELATIVE	O 3 T CULGA	CUM

TABLE C-1 (CONT'D)

VARO43	IMPORT	OF INFLUENCE ON	DWN CAREER	;		
CATEGORY	LABEL	CODE	AB SOLUTE FRE Q	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW		-2.	12	0.7	0.7	0.7
LOW		-1.	36	2.0	2.0	2.7
HODERA TE-	AVE	0.	197	11.2	11.2	13-9
HIGH		1.	584	35.7	39.8	52.8
AESA 416H	ì	2.	832	47.1	47.2	100.0
NONRESPON	SIVE	-9.	5	0.3	MISSING	100-0
		TOTAL	1766	109.0	100.3	
MEAN	1.2	99 MEDIAN	1-42	?9		
VALID CAS	ES 179	51 MISSING	CASES	5		

VARO43 INPORT OF I	INFLUENCE ON	OHN CAREER			
<u> </u>			RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRED	FRED	FREQ
CATEGORY LABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERP LON	-2.	6	0.4	0.4	0-4
LON	-1.	39	2.7	2.7	3.1
HODERA TE-A VE	0.	228	15.7	15.7	18-9
HIGH	1.	610	42.1	42.1	61.0
VERY HIGH	٤.	565	39.0	39.0	190.0
NONRESPONSIVE	-9.	i	0-1	MISSING	100.0
		*****	*****		
	TOTAL	1449	100.0	100.0	
MEAN 1.166	MEDIAN	1-23	9		
VALID CASES 1448	MISSING	CASES	1		

TABLE C-1 (CONT'D)

VARQ44	IMPORT OF	UNCERTAINTY	IN RETIREME	NT PGHS		
		i -		RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREO	FREQ
CATEGORY	LA3EL	CODE	FREQ	(PCT)	(PCT)	(PCT)
NEWA FOR		-2.	44	2+5	2.5	2.5
LON		-1.	77	4.4	4.4	6.9
MCDERATE-	AVE	0.	243	13.8	13.8	20.6
HIGH		1.	403	22.8	22.8	43.5
VERY HIGH		2.	998	56.5	56.5	100-0
NONRES PON	SIVE	- 9.	1.	0.1	MISSING	110.0

		TOTAL	1766	100.0	100.0	
MEAN	1.256	MEDIAN	1.61	6		
VALID CAS	ES 1765	HISSING	CASES	1		

VARGLA IN	KU 30 TRC9	CERTAINTY	IN RETIREME	NT PG#3		
	•			RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREI	FRED	FREG
CATEGORY LAS	EL	CODE	FREQ	(301)	(PCT)	(PCI)
AESE FOR		-2.	21	1.4	1.4	1.4
FON		-1.	50	3.5	3.5	4.9
HODERATE-AVE		0.	177	12.2	12.2	17.1
HIGH		1.	318	21.9	21.9	39-1
VERY HIGH		2.	683	60.9	60.9	100.0
		TOTAL	1449	199.9	199.9	
HEAN	1. 375	MEDIAN	1.66	0		
VALID CASES	1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

V4E045	1 PPORT	QF	CONSIDERATION	FOR OWN	DESTRES		
,48043	• • • • • • •	•	,		RELATIVE	DITTED	CUM
				ABSOLUTE	FREG	FREQ	FREG
CATEGORY L	. ABEL		CODE	FRED	(PCT)	(PCT)	(PCT)
HOT ALBA			-2.	12	0.7	0.7	0.7
LON			-1.	27	1.5	1-5	2-2
MOUERATE-	AVE		4.	205	11.6	11-6	13.8
HIGH			1.	608	34-4	34.5	48.3
VERY HIGH			2.	911	51-6	51.7	100-0
NONRESPONS	SIVE		-9•	3	9.2	MI SSING	100.3
						100.0	
			TOTAL	1766	100.0	100.0	
MÉAN	1.	349	MEDIAN	1-5	5 3 2		
					_		
VALID CASI	ES 17	763	HISSING	CASES	3		

CATEGORY (ARFI		CODE	ABSCLUTE FREQ	RELATIVE FREQ (PGT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LON			-2.	4	9.3	9.3	0.5
LOW			-1.	30	2.1	2.1	2.3
MODERATE -	AVE		0.	169	11.7	11.7	14.0
HIGH			1.	558	39.4	38-4	52.4
VERP HIGH			2.	689	47.6	47.6	100.0
NONRESPON	3418		9.	1	0.1	MISSING	100.0
			TOTAL	1449	100.3	100.0	
HEAR	1.3	109	MEDIAN	1.4	137		
VALTO CAS	ES 14	48	MISSING	CASES	1		

TABLE C-1 (CONT'D)

Company grade

F ADVANCEM	ENT OPPORT	MITIES		
		RELATI VE	DETRULOA	CUM
	ABSOLUTE	FREQ	FREQ	FREQ
CODE	FREQ	(PGT)	(PCT)	(PCT)
-2.	25	1.4	1.4	1.4
-1-	71	4-0	4.0	5.4
0.	370	21.0	21.0	26.4
1.	689	39 . 0	39.0	65.4
2.	610	34.5	34.6	100.0
-9.	1	4.1	orize i.	100.0
TOTAL	1766	100.0	100.0	
HEDIAN	1.14	4		
MICCINC	*****			
	CODE -Z1. 8. 1. 29. TOTAL	ABSOLUTE CODE FREQ -2. 25 -1. 71 0. 370 1. 689 2. 610 -9. 1 TOTAL 1766 MEDIAN 1.14	ABSOLUTE FREA (PCT) -2. 25 1.6 -1. 71 4.0 8. 379 21.0 1. 689 39.0 2. 610 36.5 -9. 1 0.1 TOTAL 1766 100.0 MEDIAN 1.144	ABSOLUTE FREQ FREQ FREQ (PCT) -2. 25 1.6 1.4 -1. 71 4.0 4.0 0. 370 21.0 21.0 1. 689 39.0 39.0 2. 610 36.5 34.6 -9. 1 0.1 7551MG TOTAL 1766 100.0 100.0

HEAN	0.847	MEDIAN	0.93	16		
		TOTAL	1449	100.0	197.3	
NONRESPO	NS I AE	-9.	!	0-1	MISSING	100.0
AENA HICH	1	2.	391	27.9	27.3	100.0
HIGH		1.	590	40-7	40.7	73.0
MODERA TE	-AVE	0.	339	23.4	23.4	32.3
LOW		-1.	110	7.6	7.6	8.5
WERK LOW		-2.	16	1.2	1.2	1-2
CATEGORY	LABEL .	CODE	ABSOLUTE FREQ	FRED (PCT)	FREQ (PCT)	FREQ (PCT)
VARGLE	IMPORTANCE DI	F ADV ANCEN	ENT DPPORTU	INITIES RELATIVE	GSTEULGA	CUM

TABLE C-1 (CONT'D)

VARO47	IMPORTANCE OF	RESPONSI	BILITY			
CATEGORY I	LAGEL	CODE	ABSOLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW		-2.	70	4.3	4.0	4.0
LOW		-1.	165	9.3	9.3	13.3
HODERATE-	A VE	0.	462	26 - 2	26.2	39.5
HIGH		1.	613	34 - 7	34.7	74.2
VERY HIGH		2.	456	25.8	25.8	100.0
		TOTAL	1766	100.0	100.0	
HEAN	0.691	MEDIAN	0.50	3		
VALID CASE	ES 1766	MISSING	CASES	0		

VARB47	IMPORTANCE OF	RESPONSI	BILITY			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FRES	FREG
CATEGORY L	. ABEL	CODE	FREQ	(PST)	(PCT)	(PCT)
VERY LON		-2.	42	2.7	2.9	2.9
LON		-1.	113	7.5	7.4	10-7
HOUERATE-	N VE	0.	301	20.5	20.5	31.5
HIGH		1.	587	40.5	40.5	72.0
VERY HIGH		2.	406	23.0	28.3	100.0
		TOTAL	1449	190.0	100.0	
HEAN	0.830	MEDIAN	0.95	7		
VALPD CASE	1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VAR843	IMPORTANCE (F JOB CHAL	LENGE	•		
CATEGORY I	LABEL	Caoe	ASSILUTE FREQ	relative Freq (PGT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW		-2.	64	3.6	3.6	3.6
LON		1.	158	5.9	A.9	12.6
NOGERATE-	A VE	. 0.	384	21.7	21.7	34.3
HIGH		1.	631	35.7	35.7	70.0
VERY HIGH	•	2.	529	30.0	30.0	100.0
		TOTAL	1765	100.0	100-0	
HEAM	0-794	HEDIAN	0.93	9		
VALID CASE	S 1766	MI SSI NG	CASES	•		

					•	
VARQ48	IMPORTANCE O	F JOB CHALL	.ENGE			
			ABSOLUTE	RELATIVE FRED	ADJUSTED FRED	CUM
CATEGORY	LASEL	CODE	FRES	(PCT3	(PCT)	FRED (PCT)
						4, 4, 7
AEUA TOR		-2.	32	5.5	2.2	2.2
LON		-1.	105	7.2	7.2	9.5
MCDERATE-	AVE	٥.	536	16.3	16.3	25.7
HIGH		. 2.	582	40.2	40.2	65.9
VERY HIGH		2.	494	34 - 1	34.1	199.9
		TOTAL	1449	100.0	100.0	
MEAR	9.967	MEDIAN	1-14	4		
VALED CAS	ES 1449	H1 SSING	CASES	0		

TABLE C-1 (CONT'D)

VAROS 9	IMPORTANCE	0F J09	PREST	T GE			
CATEGORY			CUDE	ABSOLUTE FRED	RELATIVE FREQ (PCT)	ADJUSTED FREƏ (PCT)	CUM FREQ (PCT)
VERY LON	,		-2-	154	5.5	8.5	8.5
FOR			-1.	326	18.5	18.5	27.0
HODERA TE	AVE		0.	580	32.3	32.9	59.9
HIGH			1.	419	23.7	23.6	53.6
VERY HIGH	t		2.	289	15.4	16.4	100.0
MANRESPO			-9.	s	0.1	HISSING	100,.0
			TOTAL	1756	100.3	100.0	
HEAN .	0.210	48	DIAN	0.2	00		
WALED CA	SFC 1764	MI	SSING	CASES	2		

MEAN CA	0.490	MEDIAN Missing	G.S	91 0		
		TOTAL	1449	103.0	100.0	
VERY HIG	н	2.	268	16.5	18.5	100-0
HIGH		1.	457	31.5	31.5	81.5
HODERATE	-AVE	0.	498	34.4	34.4	50.0
LON		-1-	169	11.7	11-7	15-6
VERT LON		-2-	57	3.9	3.9	3.9
CATEGORY	LABEL	CCOE	ABSOLUTE FRES	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
VAR849	IMPORTANCE	OF JOS PRESI	TIGE .	RELATIVE	ADJUSTED	CUM

TABLE C-1 (CONT'D)

VAR050	IMPORT (OF RESPONS	. 10	PROBLEMS 4	NEEDS RELATIVE	ADJUSTED	CUM
		•		AB SOL U TE		FRED	FREG
CATEGORY	LASEL		CODE		(PCT)	(PCT)	(PCT)
VERT LOW			-2.	28	1.6	1.6	1.6
FON			-1.	77	4.4	4.4	5.9
HODERA TE	-AVE		0.	354	20.0	20-1	26-0
HIGH		•	1.	655	37.1	37.1	63.1
VERY HIGH	н		2.	651	36.9	36.9	100.0
NONRESPO	NSIVE		-9.	1	0.1	MISSING	190.0
		1	CTAL	1766	100.7	100.9	
MEAN	1.0	33 MET	IAN	1-1	.47		
VALID CA	SE 5 176	53 MIS	5 7 N G	CASES	1		

VAROSO	IMPORT (OF RESPONSE TO	PROBLEMS &	NEFOS		
				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	FREQ	FREG	FREO
CATEGORY	LABEL	CODE	FREQ	(PST)	(PCT)	(PCT)
VERY LON		-2.	. 10	0.7	0.7	0.7
LON		-1-	62	4.3	4.3	5-0
HODERATE-	AVE	0.	248	17-1	17.1	. 55-1
HIGH		14	555	38 . 3	38.3	60-4
VERT HIGH		2.	574	39.6	39.6	100-0
			4444		444	
		TOTAL	1449	100.3	100-3	
MEAR	1-11	L9 MEDIAN	12	₹•		
VALID CAS	ES 144	49 HISSING	CASES	0		

TABLE C-1 (CONT'D)

VAROS1	INPORT O	F ASSIGNMENT TO	D NON-FLYIN	iG J03;		
				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	E3 E3	FRED	FRED
CATEGORY I	LASEL	3000	FREQ	(PCF)	(PCT)	(PCT)
AESK FOR		-2.	46	2.5	2.6	2.6
LON		-1.	80 -	4.5	4.5	7.1
MODERA TE-	AVE	0.	254	14-4	14.4	21-5
HIGH		1.	396	22.4	22.4	43.9
VERY HIGH		2.	990	56.1	56.1	100.0
		TOTAL	1766	100.0	100.0	
MEAN	1.24	8 MEDIAN	1.60	18		
VALID CAS	E	6 MISSING	CASES	ø		

VAR 651	IMPORT	DF ASSIG	NMENT TO	NON-FL YIR	G J085		
					RELATIVE	ADJUSTED	CUN
				ABSOLUTE	FRED	FREQ	FREG
CATEGORY L	. A3EL		CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY LON			-2.	32	5.5	2.2	2.2
LON			-1.	134	9.2	9.3	11.5
HODERATE-	VE		0.	336	23.2	23.2	34.7
HIGH			1.	390	26.9	26.9	61.6
VERY HIGH			2.	556	38.4	38.4	100.0
NONRESPONS	341		-9.	1	0 - 1	HISSING	100.0
			7074 1	4444	400 4		
			TOTAL	1449	100.3	100.9	
HEAN	0.90)1	MEDIAN	1.06	9		

TABLE C-1 (CONT'D)

VAROS 2	IMPORT OF	POSSIBLE ASS	EGNMENT TO			A.
			4550. 455	RELATIVE	ADJUSTED	CUM
A. TP. GOV .	4		ABSOLUTE	FRED	FPES	FREQ
CATEGORY L	AJEL	CODE	FREQ	(PCS)	(PCT)	(PCT)
AESA FOR		-2.	225	12.7	12.5	12.8
FOR		-1.	323	18.3	18.3	31.1
MODERATE-	AVE 3V	9.	502	25.4	28.5	59.6
нісн		1-	322	16.2	18.3	77.6
VERY HIGH		2.	391	22.1	22.2	100.0
NONRESPONS	I VE	-9.	. 3	0.3	PISSING	100.0
		TOTAL	1766	100.0	100.3	
MEAN	0.188	MEDIAN	0.10	64		
	22000		~~.			
WALTO CASE	5 1763	MIGSING	CASES	3		

VAROSE IMPORT OF POS	SSIBLE ASS	IGNMENT TO	SCH031	•	
CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FRED CPCT 1	CUM FREQ (PCT)
VERT LOW	-2.	255	17.5	17.7	17.7
FOM	-1.	326	22.6	22.7	40-4
HODERA TE-AVE		386	26.6	26.3	67.2
HIGH	1.	269	13.6	18.7	95.9
VERT HIGH	2.	204	16.1	14.1	100-0
NUMBESPONSIVE	-9.	7	0.5	MISSING	100.0
	TOTAL	1449	190.0	100.0	
MEAN -0-112	HEDIAN	-0.14	2		
VALID CASES 1442	HISSING	CASES	,		

TABLE C-1 (CONT'D)

VAROS:	3	INPORT	QF	LACK	OF PROF	ICIENCY F	LYING		
							RELATIVE	ADJUSTED	CUM
						ABSOLUT	E FRED	FREZ	FREQ
CATEG	ORY L	13EA			COOF	FREG	(PCT)	(PCT)	(PCT)
VERY I	LOW				-2.	257	14.6	14.6	14.6
LOW					-1.	265	15.0	15.0	29.6
HOCER	ATE-A	VE			0.	452	25-5	25.6	55-2
HIGH					1.	362	20.5	20.5	75.7
VERY !	нібн				2.	428	24.2	24.3	100.0
NONRE	SPONS	341			-9.	2	3 0.1	HISSING	100.0
					TOTAL	1766	100.0	100.0	
MEAN	•	0.8	249		MEDIAN	0.	296		
VALTO	CASE	5 17	764		MI SSING	CASES	2		

VARØ53	IMPORT OF L	ACK OF PROF	ICIENCY FLY	'I NG		
			ABSOLUTE	RELATIVE FRED	ADJUSTED FRED	CUN FREQ
CATEGORY L	ABEL	CODE	FREQ	(PCF)	(PCT)	(PCT)
WERY LOW		-2.	240	16.5	16.6	16.6
LON		-1.	306	21 - 1	21.1	37.7
HODERATE-A	VE	0.	348	26.0	24.0	61-7
HIGH		. 1.	262	16.1	15.1	79.8
VERY HIGH		2.	293	20.2	20.2	100.0
		TOTAL	1449	100.0	100.3	
MEAN	0.043	MEDIAN	0.01	3		
VALID CASE	5 1449	MI SSI NG	CASES	٥		

TABLE C-1 (CONT'D)

Company grade

VAR O S4	IMPORTANCE OF	PERFORMA	NCE EVAL S	YSTEH		
				RELATIVE	ADJUSTED	CUM
			absolu te	FREG	FRED	FREQ
CATEGORY	L Auel	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	118	6.7	6.7	6.7
LGW		-1.	200	21.3	11.3	18.0
HOGERA TE-	AVE	٥.	489	27.7	27.7	45.7
HIGH		1.	446	25.3	25.3	71.0
VERY HIGH	•	2.	512	29.0	29.0	170.0
NONRESPON	SIVE	-9.	· .	0.1	HISSING	190.0
			*****		*****	
		TOTAL	1766	149.4	199.0	
HEAR	0.556	MEDIAN	9.6	69		
VALID CAS	ES 1765	MI SSING	CASES	1		

VARGS6 1	MPDRTANCE B	F PERFORMAI	NCE EVAL SY	STEN		
	,			RELATI VE	ADJUSTED	CUM
			ASSOLUTE	FREG	FRED	FRED
CASEGORY L	ABEL	CODE	FRED	(PCT)	(PCT)	(PCT)
WERY LOW		-2.	110	7.6	7.6	7-6
FCH		-1.	227	15-7	15.7	23.5
MODERATE-AS	YE	0.	422	29.1	29-1	52.4
HIGH		1.	355	24.7	24.7	77-1
VERY HIGH		2.	331	22.5	25.9	100.0
NCHRESPONS!	IVE	-9.	1	0.1	HISSING	190-0
		TOTAL	1449	100.0	100.3	
HEAN	0.376	MEDIAN	0-41	17		
VALID CASES	5 1448	MISSING	CASES	1		

TABLE C-1 (CONT'D)

Company grade

VAROSS	QUALITY OF U	SHC PERSONS	IEL MANAGEN	ENT		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FRED	FREQ
CATEGORY L	ABEL	CODE	FREG	(°CT)	(PCT)	(PCT)
VERY 2002		-2.	419	23.7	23.7	23.7
PCCR		-1.	635	36.3	36.0	59.7
AVERAGE		0.	523	29.6	29.6	89.3
6000		1.	176	10.0	10.0	99.3
VERY 2000		2.	12	9.7	0.7	100.0
NONRESPONS	3112	-9,	, 1	0.1	MISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAN	-0.721	MEDIAN	-0.77	0		
VALID CASE	5 1755	41 SSING	CASES	1		

447 . 493 202 20 1	30.3 34.0 13.9 1.4 0.1	30.9 34.0 14.0 1.4 MISSING	50.6 84.7 98.6 100.0
. 493 202 20	34.0 13.9 1.4	34.0 14.0 1.4	98.6 100.0
. 493	34+0 13+9	34.0 14.0	98.6
. 493	34.0	34.0	84-7
447	39.3	30.9	50.6
286	19.7	19.8	19.3
FREO	(PCT)	(PCT)	(PGT)
ARSOLUTE		ADJUSTED FRED	CUM FREQ
	ARSOLUTE FREO	FREQ (PCT)	PELATIVE ADJUSTED ARSOLUTE FRED FRED FRED (PCT) (PCT)

TABLE C-1 (CONT'D)

VAROSS	QUALITY OF D	EPENDENT ME	DICAL CARE			
CATÉGORY	LASEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FRED (PCT)	CUM FREQ (PCT)
VERY POD	A	-2.	406	23.0	23-1	23.1
POOR		-1.	581	32.9	33.0	56.0
AVERAGE		0.	525	. 29 -7	29.8	85.9
6000		1.	206	11-7	11-7	97.6
YERY GOO	C	2.	43	2.4	2.4	100-0
NONRESPO	NSIVE	-9.	5.	0.3	HISSING	100.0
		TOTAL	1766	100.9	100.0	
HEAN	-0-625	MEDIAN	-0.68	5		

VALID CASES 1/61 MISSING CASES 5

MEAN	-0.708	HEDIAN	-0.79	3		
		TOTAL	1449	100.0	100.3	
NUNRESPONSIVE		-9.	2	0.1	MI 5 51 4 6	100-0
VERY SOOD		5.	27	1.9	1.9	100.0
6000		1.	139	9.6	9.6	98-1
AVERAGE		0.	396	27.3	27.4	- 88-5
POOR		-1.	552	33.1	38.1	61.2
RCOQ WRBV		-2.	333	23.0	23.0	23.0
CATEGORY LABEL		CODE	FRED	(PCT)	(PCT)	(PCI)
			ABSOLUTE	RELATIVE FRED	ADJUSTED FRE3	CU4 Freq

TABLE C-1 (CONT'D)

VAROS?	AMOUNT OF JOS	RECOGNITI	ION			
			ABSOLUTE	RELATIVE	ADJUSTED FREQ	CUM FRFQ
CATEGORY L	.AJEL	CODE	FREG	(PCT)	(PCT)	(PCT)
WERY POOR		-2.	101	5.7	5.7	5.7
POOR		-1.	315	17.8	17.8	23.6
AVERAGE		0-	764	43.3	43.3	66.9
6000		1-	513	29.3	29.1	95.9
VERY GOOC		2.	72	4-1	4-1	100.0
NONRESPONS	STAE	-9.	1	0.1	MISSING	100.0
		TOTAL	1765	100.3	100.0	
HEAN	9.079	MEDIAN	0.11	1		
VALID CASE	S 1765	MISSING	CASES	1		

VARGS7 ANGL	INT OF JOE	RECOGNIT	KO I			
	,	•••	ABSOLUTE	RELATIVE	ADJUSTED FREQ	CUM Fre q
CATEGORY LABEL	•	CODE	FREG	(PCF)	(PCT)	(PCT)
VERT POOR		-2.	49	3.4	3.4	3.4
POOR		-1.	192	13-3	13.3	16-6
AVERAGE		0.	574	39.6	39.6	56.2
e C CD		1-	467	32.2	32.2	86.5
VERY GOOD		2.	167	11.5	11.5	100.0
		TOTAL	1449	100.0	190.0	
HEAN	0.353	MEDIAN	0.34	2		
VALID CASES	1449	MISSING	CASES	•		

TABLE C-1 (CONT'D)

Company grade

VAROSS .	AVOUNT OF	INFLUENCE ON	DWN CAREER	1		
CATEGORY L	ABEL	CODE	A850LUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY PUOR		-2-	325	18 - 4	18.4	18.4
POOR		-1.	502	34 . L	34.1	52.5
AVERAGE		0.	606	34 - 3	34.3	86.8
£009		1-	209	11.5	11.8	98.6
VERY GOOD	••	2•	24	1.4	1.4	100.0
	· ·	TOTAL	1766	100.0	100.0	
HEAN	-0.563	MEDIAN	-0.57	3		
VALID CASE	S 1766	MASSING	CASES	0		

VARBS6 AMOUNT OF 1	NFLUENCE ON	OHN CAREER			
		_	RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRES	FREQ	FRED
CATEGORY LABEL	CODE	FREQ	(PST)	(PCT)	(PCT)
VERY POOR	-5•	201	13.9	13.9	13-9
PCCR	-1.	370	25.5	25.5	39.4
AVERAGE	0.	530	36.6	36.6	76.0
6000	1-	2 97	20.5	20.5	96.5
VERY GOOD	2.	51	3.5	3.5	100.0
• • • • • • • • • • • • • • • • • • • •				*****	
	TOTAL	1449	100.0	100.0	
MEAN -0.257	MEDIAN	-0.21	0		
VALID CASES 1449	HISSING	CASES	0		

TABLE C-1 (CONT'D)

VARBS9	USHC RESPO	NSIVENESS TO	PROBLEMS &	NEED S		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY L	A3EL	COSE	FREO	(251)	(PCT)	(PCT)
VERY POOR		-2.	239	13.5	13.5	13.5
POOR		-1.	483	27.3	27.3	40.9
AVERAGE		0.	753	42.6	42.6	83.5
6000		1.	263	14.9	14.9	98.4
VERY 3000		2.	28	1.6	1.6	100.0
		TOTAL	1766	199.0	100.0	
HEAN	-0.364	MEDIAN	-0.28	6		
VALIO CASE	5 1766	MISSING	CASES	٥		

VAROS9 US4C RESPO	NSIVENESS TO	PROBLEMS &	NEEDS		
			RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRED	FRED	FREG
CATEGORY LABEL	COCE	FREQ	(PCF)	(PCT)	(PCT)
VERY POGR	-2.	118	8.1	8.1	5-1
POOR	-1.	294	20.3	20.3	28.4
AVERAGE	0.	633	43 .7	43.7	72.1
6000	1.	341	23.5	23.5	95-7
VERY 3000	2-	6.5	4 - 5	4.3	100-0
	TOTAL	1449	100.0	100.0	-
MEAN -0.043	MEDIAN	-0.00	6		
VALID CASES 1449	MISSING	CASES	0		

AD-A079 420 CENTER FOR NAVAL ANALYSES ALEXANDRIA VA FACTORS THAT AFFECT THE CAREER DECISION OF MARINE CORPS PILOTS --ETC(U) SEP 79 C A MILLARD NO0014-76-C-0001 UNCLASSIFIED CRC-403-VOL-2 NL 2 = 3 AL A 079420

TABLE C-1 (CONT'D)

VAROSO A		F PAY	AS NA OR	NFO			
					RELATIVE	ADJUSTED	CUM
•				ABSOLUTE	FRED	FRED	FREQ
CATEGORY LA	9EL		CODE	FREG	(°CT)	(PCT)	(PCT)
VERY POOR			-2-	171	9.7	9.7	9.7
PGGR			-1.	415	23.5	23.5	33-2
AVERAGE			0.	627	35.5	35.5	68.7
6000			1-	470	26.5	26.6	95.3
VERY GOOD			2•	83	4.7	4.7	100.0
			TOTAL	1765	190.0	100-0	
HEAN	-0-05	9	MEDIAN	-0.02	26		
VALID CASES	176	6	MISSING	CASES	0		

Field grade

VARD60	AHOUNT OF	PAY A	S NA DR	NFO			
					RELATIVE	ADJUSTED	CUH
				ABSOLUTE	FREO	FREQ	FREO
CATEGORY	LABEL		CUDE	FREO	(°CT)	(PCT)	(PCT)
VERY POD	R		-2.	95	6. 9	6.5	6.8
POOR			-1-	303	20.9	20.9	27.7
AVERAGE			0-	531	36.5	36.7	64-4
GOOD			1.	425	29.3	29.4	93.7
VERY GOO	ם		2.	91	6.3	6.3	100-0
NONRESPC	MSIVE		-9.	1	0.1	MISSING	100.0
			TOTAL	1449	100.0	100.0	
			IUIAL	447	100.0	4 4 4 4 4	
MEAN	9.475	,	MEDIAN	0-14	8		

HISSING CASES

TABLE C-1 (CONT'D)

VAROS1	EXPECTED	SUAL OF	FUTURE	REFIREMEN	T PGMS		
•					RELATIVE	ADJUSTED	CUM
				ABSOLUTE	FRED	FREG	FREQ
CATEGORY (ABEL		CODE	FREG	(PGT)	(PCf)	(PCT)
VERY POOR			-2.	469	25.6	26.6	26.6
POOR	•		-1-	907	51.4	51-4	78.0
AVERAGE			0.	307	17.4	17-4	95.4
6000			1.	67	3.6	3.5	99.2
VERY GOOD			2.	14	4.8	4.8	100.0
NORRESPONSIVE			-9.	2	7.1	MISSING	100-0
			TOTAL	1766	100.0	100.0	
HEAN	-0-992	2 H	ED I AN	-1-04	5		
VALED CASI	ES 1764	, M	ISSING	CASES	2		

CATEGORY LASEL CODE FREQ (PCT) VERY POOR -2. 517 35.7 POUR -1. 714 49.3 49.3 AVERAGE 0. 167 11.5 11.5 GOOD VERY GOOD 2. 5 0.3 0.3 1	
CATEGORY LASEL CODE FREQ (PCT) VERY POOR -2. 517 35.7 35.7 POOR -1. 714 49.3 49.3 AVERAGE 0. 167 11.5 11.5 GOOD 1. 44 3.0 3.0	100.0
CATEGORY LASEL CODE FREQ (PCT) FREQ (PCT) VERY POOR -2. 517 35.7 35.7 POOR -1. 714 49.3 49.3 AVERAGE 0. 167 11.5 11.5	100.0
CATEGORY LASEL CODE FREQ (PCT) FREQ (PCT) VERY POOR -2. 517 35.7 35.7 POOR -1. 714 49.3 49.3	99.7
CATEGORY LASEL CODE FREQ (PCT) (PCT) VERY POOR -2. 517 35.7 35.7	96.6
CATEGORY LASEL CODE FRED (PCT) (PCT)	85.1
ABSOLUTE FREQ FREQ	35.7
	(PCT)
	CUM Freq
VAROST EXPECTED QUAL OF FUTURE RETIREMENT PGMS	

TABLE C-1 (CONT'D)

Sagray	QUALITY OF	PEPFORMANCE	EVAL SYSTE	Ħ		
				RELATIVE	ADJUSTED	CUM
•			ABSOLUTE	FREI	FRE2	FREO
CATEGORY L	ABEL	CODE	FREQ	CPGT 3	(PCf)	(PCT)
WERY POOR		-2.	334	18.9	13-9	18-9
POGR		-1.	462	27.3	27.5	46.2
AVERAGE		0.	646	36.5	36.6	82.6
6000		1.	768	15.2	15.2	98.0
VERY GOOD	•	2.	35	2.0	2.0	190-0
NONRE SPONSIVE		-9.	i	0.1	MISSING	190.0
		TOTAL	1766	140.0	109.0	
HEAN	-0.460	MEDIAN	-0.39	7		
VALID CASE	S 1765	MISSING	CASES	1		

VAROGE QUALITY OF	PERFORMANCE	EVAL SYSTE	(M		
•			RELATIVE	ADJUSTED	CUM
44 44		absolute	FREI	FREQ	FREG
CATEGORY LABEL	CODE	FREQ	(°C1)	(PCT)	(PCT)
VERY POOR	-5.	138	9.5	9.5	9.5
POOR	-1.	284	19.6	19.6	29-1
AVERAGE	0.	554	38.2	38.3	67.4
G 309	t.	398	27.5	27.5	94.9
WERY GOOD	2.	74	5.1	5.1	100.0
MONRESPONSIVE	-9.	1	4.1	HISSING	100.0
	TOTAL	1449	100.0	100.0	
MEAN -0.010	MEDIAN	0.44	5		·
VALTO CASES -1448	HI SSING	CASES	i		

TABLE C-1 (CONT'D)

VARD63 A	41 OF	CONSTREA	ATION G	IVEN TO OF	SIRES		
					RELATIVE	ADJUSTED	CUM
				ABSOLUTE	FRET	FREQ	FREC
CATEGORY LA	SEL		CODE	FREƏ	(PCT)	(PCT)	(PCT)
YERY POOR			-2.	313	17.7	17.7	17-7
PCOR			-1.	585	33.1	33.1	50.8
AVERAGE			0.	681	38.6	38.6	89.4
G000			1.	175	9.9	9.9	99.3
VERY 3030			2.	12	0.7	0.7	100.0
			TOTAL	1766	100.0	100.0	
HEAN	-0.5	73	MEDIAN	-0.5	26		
VALID CASES	17	66	MISSING	CASES	0		

VARO63	ANT OF	CONSIDERA	TION G	IVEN TO DE	SIRES		
					RELATIVE	ADJUSTED	CUM
				ABSOLUTE	FRED	FREO	FREQ
CATEGORY L	.ABEL		CODE	FREG	(PCT)	(PCT)	(PCT)
VERY POOR			-2.	159	11.3	11.0	11-0
POCR			-1.	754	24.4	24.4	35.4
AVERAGE			0.	637	44.0	44.2	-79.4
600D			1.	251	17.3	17.3	96.8
VERY GOOD			2.	47	3.2	3.2	100.0
NORRESPONS	SIVE		-9.	1	0.1	MI SSI VG	100.0
			TOTAL	1449	100.0	100.0	
HEAN	-0-2	.26 H	EDIAN	-0.1	69		
VALED CASE	ES 14	48 #	ISSING	CASES	1		

TABLE C-1 (CONT'D)

VARD64 0	VERALL -QU	ALITY OF LIF	'E=			
CATEGORY LA	BEL	3005	ABSOLUTE FREO	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FRFQ (PCI)
VERY PUOR		-2.	39	2. ?	3.2	2.2
POOR		-1.	175	9.9	9.9	12.1
AVERAGE		0.	737	41.7	41.8	53.9
G00D		1.	714	40.4	40.5	94.4
VERY GOOD		2.	99	5.6	5.6	190.0
NUNRES PONSI V	Ε	-9.	2	7-1	MISSING	100.0
		TOTAL	1766	100.0	100.0	
MEAN	0-374	MEDIAN	0.406	•		
VALID CASES	1764	MISSING C	ASES Z	!		

VARG64	DVERALL -3U	ALITY OF LIF	E=			
CATEGORY	LABEL	CODE	ABSOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR		-2.	13	0.9	0.9	0.9
POOR		-1.	109	7.5	7.5	8.4
AVERAGE		0.	496	34.2	34.2	42.7
6009		1.	685	47.3	47-3	89.9
VERY GOOD		2.	146	19.1	19-1	100.0
		TOTAL	1449	100.0	100.0	144.4
HEAM	9.551	MEDIAN	9.653	i		
VALZO CASE	5 1449	MISSING C	ASES 0	ı	•	

TABLE C-1 (CONT'D)

VAR465	AMOUNT OF JO	SATISFAC	TION			
		CODE	ABSOLUTE FRED	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
CATEGORY L	. #32E			-		
VERY POOR		-2.	96	5.4	5.4	5.4
POOR		-1.	240	13.5	13-6	19-1
AVERAGE		0.	487	27 .5	27.6	46.7
GOOD -	•	1.	672	38.1	39.1	84.5
VERY GOOD		5.	267	15.1	12.5	100.0
NONRESPONS	3 V T S	-9.	4	0.2	HISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAN	0.439	MEDIAN	0.58	36		
VALID CASE	5 1762	MISSING	CASES	4		

VARGES AMOUNT OF JOB	SATISFACT	TON			
			RELATIVE	OBTRULGA	CUM
		ABSOLUTE	FRED	FREO	FREQ
CATEGORY LASEL	CODE	FREQ	(*61)	(PCT)	(PCT)
VERY POOR	-2.	40	2.8	8.5	2.8
POOR	-1.	111	7.7	7.7	10-4
AVERAGE	0.	312	21.5	21.5	32.0
6000	1.	627	43.3	43,3	75.3
VERY GOOD	2.	358	24 .7	24.7	100-0
NONRES PONSIVE	-9.	1_	0-1	MISSING	190.4
	TOTAL	1449	100.0	100.0	
MEAN 9.796	MEDIAN	0.91	.6		

TABLE C-1 (CONT'D)

VARGES V	ALUE OF CUP	RENT JOS				
CATEGORY LAS	BEL	CJOE	ABSTLUTE FREQ	RELATIVE FREQ (PCI)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY PODR		-2.	51	2.7	2.9	2.9
POOR		-1.	152	8.5	8.6	11.5
AVERAGE		0.	461	26.1	26.2	37.7
6000		1.	725	41.1	41.1	78.8
VERY GOOD		2.	373	21-1	21.2	100.0
NGNRES PONS IV	Έ	-9.	4	0.2	MT SSI VG	100.0
		TOTAL	1766	100.0	100.0	
HEAM	0-691	HEDIAN	0.79	9		
VALID CASES	1762	MISSING	CASES	4		

VAR866	VALUE OF C	URAFNT JOB				
CATEGORY I	LABEL	CODE	ARSOLUTE FREQ	RELATIVE FREQ (°CT)	AOJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR		-2-	37	2.5	2.6	2.6
PGOR		-1.	102	7.0	7.0	9.6
AVERAGE		0.	295	20.4	20.4	30.0
6000		1.	617	42.5	42.5	72.5
VERY 3030		2.	397	27.4	27.4	100.0
NONRESPONS	146	-9.	1	0.1	MISSING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	0.853	MEDIAN	0.97	0		•
VALID CASE	5 1448	mi ssi ng	CASES	1 .		

TABLE C-1 (CONT'D)

VAR067	ST KAHASHAVCA	USHC VS CE	OMMERCIAL A	LVN		
C . TDC C BY		CRAS	ABSOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FRED (PCT)	CUM FREQ (PCI)
CATEGORY	LAGEL	3065	FREU	(FGI)	(rei)	
VERY POO	R	-2.	237	13.4	13.5	13.5
POOR		-1.	519	29.4	29.5	43.0
AVERAGE		0.	625	35.4	35.6	78.6
6089 .		i.	311	17.5	17.7	96.3
VERY GOO		2.	65	3.7	3.7	100.0
NONRE SPO		-9-	9	J.5	MISSING	100-0
		TOTAL	1766	100.0	100.0	
HEAN	-0.314	MEDIAN	-0.30	04		
VALED CA	SES 1757	HISSING	CASES	9		

Field grade

0. 1. 2. -9. Total	494 332 98 2	34.1 22.9 6.8 0.1	34-1 22-9 6-9 HISSING	70.3 93.2 100.9
0. 1. 2.	332 98	22.9	22.9	93.2
0.	332	22.9	22.9	93.2
0-				
_	494	34.1	34-1	70.3
••				
-1-	370	25.5	25.6	36.1
*2•	153	10.5	10,6	19-6
CODE	FRED	(201)	(PCT)	(PCT)
	ABSALUTE	RELATIVE FRED	ADJUSTED FREQ	CUM FREQ
	C00E	ABSALUTE CODE FREO -2. 153	ABSOLUTE FRED CODE FRED (°CT) -2. 153 10.5	RELATIVE ACJUSTED ABSOLUTE FRED FRED CODE FRED (°CT) (PCT) -2. 153 10.5 10.6

TABLE C-1 (CONT'D)

	TOTAL	1766	100.0	100-0	
·					
	-9.	3	0.2	MISSING	100.0
	2.	61	3.5	3.5	100.0
• • •	1.	279	15.8	15.8	96.5
	Q.	685	39.0	39.0	80.7
	-1.	527	29.8	29.9	41-7
	-2-	208	11.6	11.8	11.8
•	COOE	FREQ	(PCT)	(PCI)	(PCT)
*			RELATIVE		CUM FREQ
		COOE -2. -1. 0. 1.	ABSO_UTE FREQ -2. 208 -1. 527 Q. 689 1. 279 2. 61	ABSQLUTE FREQ CODE FREQ (PCT) -2. 208 11.8 -1. 527 29.8 Q. 685 39.0 1. 279 15.8 2. 61 3.5	ABSOLUTE FRED FRED FRED FRED FRED FRED FRED (PCT) (PCT) -2. 208 11.8 11.8 -1. 527 29.8 29.9 Q. 685 39.0 39.0 1. 279 15.8 15.8 2. 61 3.5 3.5

O. 1. 2. Total	645 351 68 	44.5 24.2 4.7 100.0	44.5 24.2 4.7 100.0	71.1 95.3 100.0
1.	351	24 -2	24.2	95.3
0.	645	44.5	44.5	71.1
-1.	299	20.5	20.6	26.6
-2.	66	5.9	5.9	5.9
CODE	FREG	(PCT)	(PCT)	(PCT)
	ABSOLUTE	RELATIVE FRED	ADJUSTED Freo	CUN Freq
	CODE	ABSOLUTE CODE FREQ -2. 86	ABSOLUTE FREQ CODE FREQ (PCT) -2. 86 5.9	ABSOLUTE FREQ FREQ CODE FREQ (°CT) (PCT) -2. 86 5.9 5.9

TABLE C-1 (CONT'D)

VARGE?	RESPONSIBILIT	YEUSHC VS	CONNERCIAL	AVN		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREE	FREQ	FREO
CATEGORY, L	ABEL	CODE	FREQ	(PCI)	(PCT)	(PCT)
VERT POOR		-z.	42	2.4	2.4	2-4
POOR NO.		-1.	161	9.1	9.2	11-6
AVERAGE	•	•.	540	30.6	30.7	42.3
6009		1.	667	37 -8	38.0	80.3
VERT GOOD		2.	347	19.6	19.7	100.0
NONRESPONS	IVE	-9.	9	0.5	HISSING	100.0
		TOTAL	1766	100.0	100.0	
MEAM	0- 635	MEDIAN	0.70	3		
VALED CASE	S 1757	HISSING	CASES	9		

MEAN	0.901	MAICEM	0.98	2		
		TOTAL	1449	100.0	100.0	
NONRESPONSIV	E	-9.	2	0.1	HI SSI VG	100.0
VERY GOOD	• .	2.	433	29.9	29.9	100.0
6000		1.	56 t	38.7	39.8	70.1
AVERAGE	•	0.	356	24.6	24.6	31.3
POOR		-1.	71	4.9	4.9	6.7
AEKA 6008		-2•	26	1.8	1.6	1.5
CATEGORY LAS	EL	CODE	ABSOLUTE FRED	FREQ (PUT)	FREQ (PCT)	FREQ (PCT)
VARO69 RE	25 0 42 1 61 C 1	11:05MC 42	COMMERCIAL	RELATIVE	ADJUSTED	CUM

TABLE C-1 (CONT'D)

VARO70	RE SPONSIBILI	TY: USHC VS	NONAVN CIV	JOB		
•				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	FREG	FREO	FRED
CATEGORY L	ABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERT POOR		-2.	40	2.3	2.3	2.3
POOR		-1.	124	7-0	7-0	9.3
AVERASE		0.	466	26.4	26.4	35.7
6000		1.	639	36.2	36.2	72.0
VERY GOOD		2-	494	28.0	26.0	100.0
NONRESPONSIVE		-9.	3	0.2	MISSING	100-0
			*****	****		
		TOTAL	1766	100.0	100.0	
MEAR	9-897	HEDIAN	0.69	4		
WALLS CASE	. 1761	MISSING	CASES	2		

VAROZO RE	SPCNSIBILI	TY:USMC VS	NONAVN CIV	Jกร		
				RELATIVE	O 3 T 2 U L GA	CUM
			ABSOLUTE	FRED	FREQ	FREO
CATEGORY LABO	EL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY POOR		-2-	17	1.2	1.2	1.2
POOR		-1-	77	5-3	5.3	6.5
AVERAGE	•	a.	329	22.7	22.7	29.2
6000		1.	548	37.8	37.8	67-1
VERY GOOD		2.	477	32.9	32.9	100.0
MONRESPONSIVE	:	-9.	1	4.1	MISSING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	0.961	MEDIAN	1-04	•		
VALED CASES	1448	MISSING	CASES	ı		

TABLE C-1 (CONT'D)

VAROZI JOS CH	ALLE NGE:	USHC VS	CONNERCIAL	AVN		
				PELATIVE	ADJUSTED	CUM
•			AB SOL UTE	FREQ	FREG	FREO
CATEGORY LASEL		CODE	FREQ	(PCT)	(PC T)	(PCT)
VERY POOR		-2.	36	5.0	2.0	2.0
POGR		-1.	97	5.5	5.5	7.5
AVERAGE		0.	386	21.9	21.9	29-5
6009		1.	672	38.1	38.1	57.6
VERE GOOD		2.	571	32.3	32.4	100.0
NONEESPONSIVE		-9.	4	0-2	MISSING	100.0

		TOTAL	1766	100.0	100.0	
HEAM G.	934	MEDIAN	1.039	,		
VALID CASES 1	762	MISSING	CASES 4	•		

VAROZI JOB CHALLENGE:	USHC VS	COMMERCIAL	AVN		
			RELATIVE	ADJUSTED	CUM
		ABSOLUTE	FRED	FREQ	FREQ
CATEGORY LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY POCR	-2.	10	0.7	0.7	0.7
POOR	-1.	44	3.0	3.0	3-7
AVERAGE	0.	223	15.4	15.4	19-1
6000	1.	526	36.3	36.3	55.4
VERY 3000	2.	646	44 -6	44.6	100-0
	TOTAL	1449	100.5	100.3	
HEAN 1.210	PEDIAN	1.351	I		
VALED CASES 1449	HISSING	CASES C)		

TABLE C-1 (CONT'D)

VAR972	JOB CHALLENG	E: USMC VS	HON-AVN C	1V J03		
CATEGORY L		COCE	ABSOLUTE FRED	RELATIVE FREA (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY POOR		-2.	53	3.0	3.0	3.0
1002		-1.	154	5.7	8.7	11-7
AVERAGE		ú.	416	23.5	23.6	35.4
6000		1.	5 96	35.7	33,8	69.2
VERY GOOD		2.	543	30.7	30.3	100.0
NONRES PGRS1VE		-9.	4	4.2	HISSING	100.0
		TOTAL	1766	100.7	100.3	
MEAN	0-807	HEDIAN	0.93	53		
MALER CASE	5 1762	MISSING	CARCE			

VARO72 JOB CHALLENGE:	USHC VS	NON-AVN CI	80L V		
		ABSOLUTE	RFLATI VE	ADJUSTED FRED	CUM FRE Q
CATEGORY LABEL	CODE	FREQ	(701)	CPCTI	(PCT)
VERY POOR	-2-	19	1.3	1.5	1.5
Page	-1.	92	5.3	6.3	7.7
AVERAGE	0.	326	22.5	22.5	30.2
6000	1-	524	36.2	36.2	66.3
VERY GOOD	2-	488	35.7	53.7	144.4
	TOTAL	1449	100.0	100.0	
MEAN 0.945	MEDIAN	1.049	•		
VALID CASES 1449	HISSING	CASES 6	1		

TABLE C-1 (CONT'D)

VARO73	PARTICIPATION	IN PLANN	ING DWN CAR	EER		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY I	LASEL	CODE	FREQ	(361)	(PCT)	(PCT)
YERY POOR		-2.	234	13.3	1 3. 3	13.3
PCOR		-1.	437	24 - 7	24.7	38.9
AVERAGE		o.	534	35.9	35.9	73.9
6 0 0 0		1.	368	20.8	20.5	94.7
VERY GOOD		2.	93	5.3	5.3	100.0
		TSTAL	1766	100.0	100.9	
MEAN	-0.199	MEDIAN	-0-16	6		
VALID CASE	ES 1766	MISSING	CASES	0		

VARB73	PARTICIPATION .	IN PLANN	ING OWN CAR	EER		
	,			RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREZ	FREO	FREO
CATEGORY LABEL		CODE	FREQ	(PCF)	(PCT)	(PCT)
VERY POOR		-2-	115	7.9	7.9	7.9
PCCR		-1.	310	21.4	21.4	29.3
AVERAGE		0.	5 0 6	34.9	34.9	64.3
6000		1.	381	26.3	26.3	90-5
VERY GOOD		2.	137	7.5	9.5	100.0
		TOTAL	1449	100.0	100.0	
MEAN	0. 07 9	MEDIAN	0.09	2		
VALED CASE	\$ 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

VARG74	AIRLINE HIRI	NG CAUSES I	NA-NEG ATTE	PO17:		
				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	F3E3	FREZ	FRED
CATEGO	RY LABEL	CODE	FREQ	(PCf)	(PCT)	(PCT)
STRONG	LY CISAGREE	-2.	306	17.3	17.3	17.3
DISAGR	EE	-1.	757	42.7	42.9	60.3
UNDECI	DED	0.	209	11-5	11.5	72-1
AGREE		1.	393	22.3	22.3	94.4
STRONG	LY AGREE	2.	99 2	5.6 9.1	5.5 Missing	100.0
NONRES!	PONSIVE	-9.				
		TQTAL	1766	100.0	190.0	
MEAN	-0.441	MEDIAN	-0.73	19		
WALID (CASES 1764	MISSING	CASES	2		

VAR874	AIRLINE	HIRING	CAUSES	NA-NFO ATTR	TTTON		
					RELATIVE	ADJUSTED	CUM
				ABSOLUTE	FRED	FREG	FREQ
CATEGORY	LAGEL		CODE	FRED	(261)	(POF)	(PCT)
STRONGLY	DISAGREE		-2.	155	10.7	10.7	10.7
DI SAGREE			-1-	545	37.5	37.6	48.3
UNDECTOE)		0.	205	14.1	14.2	62.5
AGREE		·	1.	408	28.2	28.2	90.7
STRONGLY	AGPER		2.	135	9.5	9.3	100.0
NONRESPON	IS1VE		-9.	1	0.1	MISSING	100.0

			TOTAL	1449	144.0	100.0	
HEAR	-0.1	22	MEDIAN	-0.38	3		
VALID CAS	ES 144		MI S SING	CASES	1		

TABLE C-1 (CONT'D)

VARA75	TYPICAL MORK	HEEK IS TO	D LONG			
CATEGORY		CODE	ABSOLUTE FREQ	RELATIVE FRES (PCT)	ADJUSTED FRED (PCT)	CUM FREQ (PCT)
STRONGLY	DISAGREE	-2.	56	3.2	3.2	3.2
DISAGREE		-1.	531	59-1	30.1	33.2
UNDECIVED		0.	469	26.6	26.6	59.5
AGREE		1.	476	27.0	27.0	66.7
STRONGLY /	IGREE	2.	234	13.3	13.3	100.9
		TOTAL	1756	100.0	100.0	
MEAN	9-179	MEDIAN	0.131			
ANTID CYRE	S 1766	MISSING (CASES 0)		

VAR875	TYPICAL HORI	K WEEK IS TI	DO LONG			
CATEGORY L		CODE.	ABSOLUTE FREQ	RELATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY (CISAGREE	-2.	118	8.1	8.1	8.1
DISEGREE		-1.	568	39.2	39.2	47.4
UNDECI DE C		0.	322	25.2	22.2	69.6
AGREE		1.	298	20.6	20.6	90.2
STRONGLY A	GREE	2.	142	9.9	9.3	100.0
NGNRESPORS	IAE	-9.	1	0.1	MISSING	100.0
		TOTAL	1449	100.0	100.0	
HEAN	-0-153	MEDIAN	-0.382	!		
VALID CASE:	\$ 1448	MISSING (CASES 1	1		

TABLE C-1 (CONT'D)

Company grade

VARO76	BOL THEPSUD	IS BORING				
				RELATIVE	ADJUSTED	CUM
			AB SOLUTE	FRES	FRED	FREQ
CATEGORY	LABEL	CODE	FREQ	(PSF)	(PCT)	(PCT)
STRONGLY .	DISAGREE	-2.	322	18.2	15.2	18.2
OISAGREE		1.	699	39.6	39.6	57.5
UNDECIDED		ø.	239	13.0	13.0	74.8
AGREE		1.	294	16.5	16.5	87.5
STRONGLY	AGREE	2.	155	12.5	12.5	100.0
		TOTAL	1766	190.5	100.5	
HEAN.	-0.344	MEDIAN	-0.69	7		
VALID CASE	ES 1766	MISSING	CASES	a		

VARDIG CURRENT	J38 IS 90RING				
			RELATIVE	ADJUSTED	CUM
		ABSOLUTE	ESE3	FRCS	FREQ
CATEGORY LABEL	CODE	FREQ	(PCf)	(PCT)	(PCT)
STRONGLY DISAGREE	-2.	412	28 - 4	24.4	20-4
DISAGREE	-1.	516	35.6	35.6	64-0
UNDEC 1 DE D	0.	115	7.9	7.9	72.0
ag ree	1.	235	16.?	16.2	88.2
STRONGLY AGREE	2.	171	11.9	11-6	100.0
	TOTAL	1449	190.0	100.0	
MEAN -0.52	7 HEOIAN	-0.59	•		
VALID CASES 144	9 HISSING	CASES	0		

TABLE C-1 (CONT'D)

VAR977	RESIGNATION	DR9MI GJUDW	IVE QUAL OF	LIFE PELATIVE	OBTRUCTED	CUM
			ABSOLUTE	FRES	FRED	FREQ
CATEGORY	LAGEL	CODE	FREE	(PCT)	(PCT)	(PCT)
STRONGLY	CISAGREE	-2.	48	2.7	2.7	2.7
DISAGREE		-1.	239	13.5	13.5	16.3
UNDECIDE)	G.	307	21.7	21.9	38.2
AGREE		1-	588	39.3	39.0	77.2
STRONGLY	AGREE	2.	403	22.3	22.8	100.0
NONRE SPOR	34121	-9.	1	0-1	MISSING	100.0
		TOTAL	1766	100.9	100.9	
MEAN	0.657	MEDIAN	0.80	3		
VALID CAS	SES 1765	MISSING	CASES	1		

	•			_		
MEAN	0.225	MEDIAN	0.34	. 3		
		TOTAL	1449	100.5	140.0	
NONRE S PO	NZIVE	-9.	3	0.2	HISSING	100-0
			•			
STRONGLY	AGREE	2•	182	12.6	12.6	100-0
AGREE	•	1-	485	33.7	33.7	97.4
UNDECIDE	D	0.	341	23.5	25.6	53.7
DISAGREE		-1.	344	23.7	23.8	30 - 1 ';
STRONGLY	DISAGREE	-2.	91	6 - 3	5.5	6-3
CATEGORY	LABEL	CODE	FREQ	(701)	(PCT)	(PCT)
			ABSOLUTE	RELATIVE FREE	ADJUSTED FREQ	CUM FREQ
VARO77	RESIGNATION	MUULU INFRU	AE MONE OL			

TABLE C-1 (CONT'D)

VARQF & U	SMC IS AT L	.EAST AS GO	DD AS EKPEC			4.114
			142501 1125	RELATIVE		CUM
CATEGORY LA	3 <i>E</i> 1	CODE	AMSOLUTE FRED	FRES	FRED	FPFQ
CHICAURI LA	366	CODE	1 -5 4	(PCI)	(PCT)	(PCT)
STRONGLY CI	SAGREE	-2.	140	7.9	7.9	7.9
DISAGREE		-1.	563	31 - 9	31.7	39.8
UNDECIDED		e.	467	26.4	26.4	66.3
AGREE		1-	533	50.2	30.?	96.4
STRONGLY AG	REE	2.	63	3. ś	3.6	100.0
		TOTAL	1766	149.3	100.7	
HEAN	-0.104	MEDIAN	-0.11	.5		
VALID CASES	1766	MISSING	CASES	٥		

VARO/ 8 US	MC IS AT L	EAST AS GOI	DD AS EXPFO	CTED		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRES	FRED	FREQ
CATEGORY LAS	EL	C00 E	FREG	(PCF)	(PCT)	(PCT)
STRONGLY 215	AGREE	-2.	79	5.5	5.5	5.5
DISAGREE		-1.	385	26.6	26.6	32.0
UNDECIDED		0.	309	21.3	21.3	53.4
AGREE		1-	586	40.4	40.5	93.9
STRONGLY AGR	EΕ	2.	89	6.1	6.1	100.0
NONRESPONSIV	Ε	-9.	1	0.1	HISSING	100.0
		TOTAL	1449	100.0	100.9	
HEAS	0.153	MEDIAN	0.34	1		
VALID CASES	1448	MISSING	CASES	t		

TABLE C-1 (CONT'D)

VARD79	SPOUSE IS GLA		AR INE			
				RELATIVE	ADJUSTED	CUM
			ABSTLUTE	F359	FREQ	FRED
CATEGORY L	VRET	CODE	FREG	CPUT3	(PCT)	(PCT)
STRONGLY 0	LSAGREE	-2.	214	12.1	12.6	12.6
DISAGREE		-1.	363	23.6	21.3	33.9
UNDECIDED		0.	608	34.4	35.7	69.6
AGREE		1-	431	24.4	25.3	94.9
STRONGLY A	GREE	2.	86	4.9	5.1	190.0
NONRESPONS	146	-9.	64	3.6	MISSING	100.0
		TCTAL	1766	100.3	100.9	
MEAN	-0.110	MEDIAN	-0.04	.9		
VALID CASE	5 1702	MISSING	CASES 6	4		

VAROZ 9 SP.	OUSE IS GL	O I'M A M	ARINE			
•				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FPE3	FREG
CATEGORY LAS	EL	CODE	FREG	(PCF)	(PCT)	(PCT)
STRONGLY CIS	AGREE	-2.	1 37	9.5	9.5	9.5
DISAGREE		-i.	274	13.9	19-1	28.6
UNDECT DE D		0.	578	26.1	26.3	54.9
AGREE		1.	502	34.6	34.9	89.8
STRONGLY AGR	EE	2.	147	10 - 1	10.2	100.0
NGNRESPONSIV	Ε	-9.	11	0.9	MISSING	100.9
		TOTAL	1449	100.0	100-0	
HEAN	0.172	MEDIAN	0.31	15		
VALID CASES	1438	MISSING	CASES 1	ı t		

TABLE C-1 (CONT'D)

VARGEO THE USHC "TAKE	ES CARE OF	TTS DWN-			
			RELATIVE	ADJUSTEO	CUM
		ABSOLUTE	FRES	FRES	FRED
CATEGORY LABEL	CODE	FRED	(201)	(PCT)	(PCT)
STRONGLY DISAGREE	-4.	3 98	22.5	22.6	22.6
DISAGREE	-1.	579	38.4	38.3	61.1
UNDECIDED	0.	403	22.8	22.8	83.9
AGREE	1-	264	14.9	15.0	98.9
STRONGLY AGREE	2.	20	1.1 ,	1.1	100.0
NONRESPONSIVE	-9.	5	0.1	EVISSIM	100.0
	TOTAL	1766	100.0	100.0	
NEAN -0.654	MEDIAN	-0.78	7		
VALID CASES 1764	MI 351 NG	CASES	2		

HT CSGRAV	E USMC	"TAKES	CARE D	F ITS OWN"			
					RELATIVE	DETRULDA	CUM
				ABSOLUTE	FRES	FRED	FREQ
CATEGORY LAS	EL	٠	CODE	FREO	(PCI)	(PCT)	(PCT)
STRONGLY DIS	AGREE		-2.	1 94	13.4	13.4	13-4
DISAGREE			-1-	465	35.7	33.7	47.1
UNDECIDED			0.	365	25 • ?	25.2	72.3
AGREE			1.	368	25.4	25.4	97.7
STRONGLY AGR	EE		2•	33	2.5	2.3	100.9
NORRE SPONS IV	E		-9.	1	0.1	HISSING	100.0
			TOTAL	1449	100.0	100.0	
MEAN	-0.30	5 1	HEDIAN	-0.38	15		
VALED CASES	1 548	1		CASES	t		

TABLE C-1 (CONT'D)

Company grade

VARGEL USHC NA-NFO IS	A TRUE	PROFESSION	AL =		
			RELATIVE	ADJUSTED	CUM
		37 U J C 2 BA	es do	FRES	FRFD
CATEGORY LABEL	CODE	FREQ	(461.)	(PCT)	(1043
STRONGLY DISAGREE	-2.	109	6.1	6.1	6.1
DISAUREE	-1.	396	22.4	22.4	28.6
UNDECIDED	0.	279	15.3	15.8	44.4
AGREE	1.	731	41 - 4	41.4	45.8
STRONGLY AGREE	2.	251	14 - 2	14.2	100.4
NCHRES PORSIVE	-9.	1	0.1	HISSING	100.0
				~ ~ ~ ~ ~ ~	
	TOTAL	1766	100.0	100.0	
NEAN C. 352	MEDIAN	0.63	6		
VALID CASES 1765	MISSING	CASES	t		

MEAN VALID CASES	0.560	HEDIAN MISSING	0.80	1		
		TOTAL	1449	100.0	0.001	
NONRESPONSIVE	•	-9.	1	0.1	MISSING	100.0
STRONGLY AGRE	E	2.	216	14.9	14.9	100.0
AGREE		1.	726	50-1	50-1	65.1
UNDECIDED		0.	200	13.8	13.5	34.9
DISAGREE		-1-	265	15.3	18.3	21.1
STRONGLY DIS	SREE	-2-	41	2.3	2.5	8.6
CATEGORY LASI	:L	CODE	ABSOLUTE FREQ	(SCL)	FREQ (PC1)	FREQ (PCT)
•				RELATIVE	ADJUSTED	CUM

TABLE C-1 (CONT'D)

VARQ82 C	HAIN OF CHD	IS RESPUN	STAE LD MEE		40.1007.50	
			A9SOLUTE	RELATIVE FRED	ADJUSTED FRE2	CUM FREQ
CATEGORY LA	9EL	CODE	FREO	(PCF)	(PCT)	(PCT)
STRONGLY CI	SAGREE	-2.	157	8.9	8.9	5.9
DISAGREE		-1-	303	17-2	17.2	26.0
UNDEC I DE D		0.	393	22.3	22.3	48.3
AGREE		1-	761	43.1	43-1	91.4
STRONGLY AG	REE	2.	152	3.6	8.6	100.0
		TOTAL	1766	100.9	100.0	
HEAN	0. 254	MEDIAN	0.53	19		
WALED CASES	1766	MISSING	CASES	d		

VAROBE C	HAIN OF CHO	IS RESPON	SIVE TO NEE	e o s		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FRED
CATEGORY LA	PEL	CODE	FREG	(104)	(PCT)	(PCT)
STRUNGLY DI	SAGREE	-2-	78	5.4	5.4	5.4
DI SAGREE		-1-	228	15.7	15.7	21.1
UNDECT DE D		0-	331	22.8	22.9	44-0
AGREE		1-	671	46.3	46.3	94.3
STRUNGLY AG	ide E	2•	140	9.7	9.7	100.0
NONRE S PORS 1	VS 24	-9.	1	0.1	MISSING	100.0
		TOTAL	1449	100.0	100.3	
MEAN	A 7A3	MEDIAN	0.63	to.		
MEAN	. 0.392	ME 0 1 4M	V • 6 3	30		
VALID CASES	1448	MISSING	CASES	1		

TABLE C-1 (CONT'D)

VARO83	SHORTEN WORK	WEEK TO RE	EDUCE ATTRI	T10N		
• *************************************				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FRES	FRED
CATEGORY L	ABEL	CODE	FREG	(PCF)	(PCT)	(PCT)
STRONGLY D	ISAGREE	-2.	180	10.2	10.2	10.2
DISAGREE		-1.	605	34.3	34.4	44.5
UNDECIDED		٥.	438	24.6	24.9	69.5
AGREE		1.	420	23.5	23.9	73.4
STRONGLY A	GREE	2.	116	6.6	6-6	100.0
NONEE S PONS	IVE	-9.	7	0.4	MISSING	100.0
		TOTAL	1756	100.0	140.0	
MC 4 N	-0-178	MEDIAN	-0.28	14	•	
HEAN	- 04 11 0	SCUINN	4.20	•		
VALID CASE	\$ 1759	MISSING	CASES	7		

VARO83	SHORTEN N	DRY WEEK TO R	EDUCE ATTR	ITION		
•				RELATIVE	DETRULCA	CUM
			ABSOLUTE	E3E3	FRET	FREQ
CATEGORY	LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
STRONGLY	CISAGREE	-2.	148	10.2	10-3	10 -3
DISAGREE		-1-	510	35.2	35.4	45.7
UNDECI DE	3	0.	396	27.3	27.5	73-1
AGREE		1.	308	21.3	21-4	94.5
STAUNGLY	AGREE	2.	. 79	5.5	5.5	100-0
NONRESPO	NS I VE	-9.	. , 6	0.6	MISSING	100-0
		TOTAL	1449	100.0	100.9	
MEAN	-0.236	MEDIAN	-0.3	42		
VALID CAS	SES - 1441	MISSING	CASES	8		

TABLE C-1 (CONT'D)

VARDS4	PERCEPTION OF	AUGMENT (CHANCES EUS	HCR1		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRER	FRED	FREG
CATEGORY L	. ABEL	CODE	FREQ	(PGT)	(PCT)	(PCT)
G008-AND /	CCEPT	0-	196	11-1	33.5	35.5
G G G G - 8 U T	DECLINE	1.	207	11-7	35.4	68.9
PODR-9UT /	ACCEPT	2.	104	5.9	17.8	86.7
POOR-AND S	DECLINE	3.	32	1.8	5.5	92-1
WILL NOT	PPLY	4.	46	2.5	7.9	100.0
NONRESPONS	SIVE	-9.	1181	66.7	MISSING	100.0
		TOTAL	1766	100.0	199-9	
MEAN	1.188	MEDIAN	0.96	6		
VALID CASE	S 585	MI SSI NG	CASES 118	1		

VARQ84	PERCEPTION OF	AUGHENT C	HANCES EUS	MCR3		
	•			RELATI VE	ADJUSTED	CUM
			ABSOLUTE	FRED	FRED	FKEO
CATEGORY I	LASEL	CODE	FREQ	(PCF)	(PCT)	(PCT)
GCGD-AND	A CCEPT	0.	7	0.5	12.5	12.5
6000-3UT	DECLINE	1.	5	0.3	8.9	21.4
P008-3UT	ACCE?T	2.	15	1-0	26.5	48.2
PGGA-ANC	CECL THE	3.	3	0.2	5.4	53.6
MILL NOT	APPLY	4.	26	1.8	46.4	100.0
NONRESPON	SIVE	-9.	1393	96 - 1	MISSING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	2.643	MEDIAN	2.83	3		
VALID CAS	ES . 56	MISSING	CASES 139	3		

TABLE C-1 (CONT'D)

Company grade

VARO35	AFFECT OF AU	IGHENT CHANC	ES ON INTE	NT CRI		
				RELATIVE	OBTRULCA	CUM
			ABSOLUTE	EJES	L BEJ	FREO
CATEGORY I	LASEL	CODE	FRED	(159)	(PCT)	(701)
WS INDUCE	S RESIG	-2-	32	1.3	4.7	4.7
INDUCES RE	ESIG	-1-	94	5.3	13.8	18.5
MONE-UNCE	RTAIN	0.	398	0.55	57.0	75.5
INDUCES RE	ETEN	1.	117	6.6	17.2	92.7
VS ENDUCES	S RETEN	2.	50	2.5	7.3	100.0
NONRE SPON	SIVE	-9 .	1985	61.4	MISSING	100.0
		TOTAL	1766	100.0	100.3	
MEAN	0.087	KEDIAN	0.05	i 3		
VALID CASE	ES 681	MISSING	CASES 108	15		

Field grade

VARU85	AFFECT OF AL	IGHENT CHANCI	ES ON INTE	NT [9]		
				SFLATIVE	DITEULOA	CUM
			AS SOLUTE	FRED	FRED	FFEG
CATEGORY	LABEL	CODE	FREO	(PCI)	(PCT)	(PCT)
VS INDUCE	S RESIG	-2.	7	0.5	5.3	5.3
INDUCES R	ESIG	-1.	22	1.5	16.7	22.0
NONE-UNCE	RTAIN	٥.	70	4.8	53.4	75.0
INDUCES R	IE TEN	1.	20	1.4	15.2	90 • 2
VS INDUCE	S RETEN	۶.	1 3	0.9	9.9	100.0
NONRESPON	ISIVE	-9.	1317	90.9	MYS SING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	9.076	MEDIAN	0.92	9		

NEAR 0.076 MEDIAN 0.029

VALID CASES 132 MISSING CASES 1317

TABLE C-1 (CONT'D)

VARQ86	AFEE: 1 05	71 ME-14-CMARE	BANTE ON	THEME		
AWWAR	AFFECT UF	TI HE-IN-GRADE	. MANIS UN		40 446 7 7 0	C114
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FRED	FREO
CATEGORY L	. ASEL	CODE	FREO	(154)	(PCT)	(PCT)
VS INDUCES	RESIG	-2-	171	9.7	9.7	9.7
INDUCES RE	SIG	-1.	696	39.4	39.5	49.3
NONE-UNCER	RIATS	0-	771	43.7	43.8	93-1
INDUCES RE	TEN	1.	107	6.1	6.1	99-1
VS INDUCES	RETEN	2•	15	0.8	9.9	100.0
NONRESPONS	STAE	-9.	6	0.3	HISSING	190.0
		TOTAL	1766	100.)	100-0	
MEAN	-0.512	MEDIAN	-0-4	63		
VALID CASE	S 176a	MISSING	CASES	6		

Field grade

VALID CASES 1439

VAROS6	AFFECT DF	TI PE-IN-GRADE	REMTS ON	INTENT		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FREO	FREQ
CATEGORY	LABEL	COOE	FREQ	(PCT)	(PCT)	(PCT)
VS INDUCT	ES RESIG	-2.	86	5.9	6.0	6.0
INDUCES	RFS1G	-1.	399	27.5	. 27.7	33.7
NONE-UNC	ERTAIN	0.	820	56.5	57.0	90.7
INDUCES	RETEN	1.	112	7.7	7.8	98.5
VS INDUC	ES RETEN	2.	22	1.5	1.5	190.0
NUNRESPO	NSIVE	-9.	10	0.7	MISSING	100.0
		TOTAL	1449	100.0	100.0	

MISSING CASES 10

TABLE C-1 (CONT'D)

VAROS &	CURRENT ACIP	IS ADEQUAT	E			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREE	FRED
CATEGORY	LASEL	CODE	FRED	(737)	(PCT)	(PCT)
STRONGLY	DISAGREE	-2.	722	49.9	41.7	41-9
DISAGREE	•	-1.	620	35.1	35.2	76.1
UNDECTOE	ı	ů.	156	5 - 5	8.5	85-0
AGREE		1.	216	12.2	12.3	97.2
STRONGLY	AGREE	2.	49	2.5	2.5	100.0
NONRESPON	SIVE	-9.	3	0.2	HISSING	100.0
		TOTAL	1766	100.3	100-3	
MEAN	-0.993	MEDIAN	-1-24	3		
VALID CAS	ES 1763	MISSING	CASES	3		

VARO88	CURRENT ACIP	IS ADEQUAT	IE			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREG
CATEGORY L	ABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
STRONGLY D	15AGREE	-2.	571	39.4	39.5	39.5
DISAGREE		-1.	517	35 .7	35.6	75.3
UNDECIDED		0.	105	7.2	7.3	- 82.6
AGREE		1.	205	14-1	14.2	96.7
STRONGLY A	GREE	2.	47	3-2	3.3	100-0
ACNRESPONS	IAE	-9.	4	0.3	MISSING	170-0
		TOTAL	1449	100.0	100.0	
MEAN	-0.741	MEDIAN	-1.20	17		. •
VALID CASE	5 1445	MISSING	CASES	4		

TABLE C-1 (CONT'D)

Company grade

VAROS? SH	IG 8 EAD	ARE POSITIVE	INCENTIVE	:5		
				RELATIVE	ADJUSTED	CUM
CATEGORY LASE	EL	CODE	ABSOLUTE FRED	FRED (PCI)	FRE9 (PCT)	FREG (PCT)
STRONGLY CIS	GREE	-2.	237	16.3	16.3	16.3
DISAGREE		-1.	583	33.0	33.1	49.4
UNDECIDED		0.	507	28.7	26.9	78.2
AGREE		1.	336	19-2	19.1	97.3
STRONGLY AGRE	Ε	2.	47	2.7	2.7	100.0
NONRESPONSIVE	:	-9.	6	0.1	MISSING	100.0
		TOTAL	1765	100.3	100.3	
NEAN	-0.413	MEDIAN	-0.46	0		
WALID CASES	1760	MISSING		6		

VAROS7 SWA	S & EAD	ARE POSITIVE	INCENTIVE	5		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FREQ	FREQ
CATEGORY LASE	EL	CODE	FREG	(PCT)	(PCT)	(PCT)
STRONGLY DISA	IGREE	-2-	103	7.1	7.1	7-1
DISAGREE		-1-	358	24 .7	24.8	31.9
UNDECIDEC		0.	436	50-1	30.2	62.2
AGREE		1.	493	34 . 0	34.2	96.3
STRONGLY AGRE	EΕ	2.	53	3.7	3.7	100-0
NONRES PONSIVE	E	-9.	6	0.4	MI SSING	100.0
		TOTAL	1449	100.0	100.0	
MEAN	0-024	MEDIAN	0.01	7		•
VALIO CASES	1443	HISSING	CASES	6		

TABLE C-1 (CONT'D)

VARQ89	REDUCE	OPTEMPO	TC REDU	CE ATTRETTO	14		
					RELATIVE	ADJUSTES	CUM
				AB SOLUTE	FRED	FREO	FREQ
CAFEGORY (LABEL		CODE	FREG	(PCF)	(PCT)	(PCT)
STRONGLY	OISAGREE		-2•	349	19.7	19.8	19.5
DISAGREE			-1.	502	31.5	31.9	51.7
UNDECIDED			v -	235	13.3	13.3	65.4
AGREE			1.	394	25.3	22.4	87.4
STRONGLY	AGREE		٤.	223	12.6	12.5	100.0
NONRESPONS	SIVE		-9.	5	4.3	MISSING	100.0
			TOTAL	1706	100.0	100.0	
MEAN	-0.2	39	MEDIAN	-9.55	2		
VALID CASE	ES 17	51	MISSING	CASES	5		

VARDA9 REDUCE OPTEM	PO TO REDU	CE ATTRITIO	IN		
•			RELATIVE	ADJUSTED	CUM
***********		ABSOLUTE	FRED	FRED	FREG
CATEGORY LABEL	CBOE	FRED	(201)	(PCT)	(PCT)
STRUNGLY DISAGREE	~2.	136	9.4	9.4	9.4
DISAGREE	-1.	383	26.8	26.8	36.2
UNDECIDED	0.	154	10.6	10.6	46.9
AGREE	1.	453	31-3	31.3	78.2
STRONGLY AGREE	2.	316	21.9	21.5	100.0
NONRESPONSIVE	-9.	2	0.1	MISSING	100.0
	TOTAL	1449	100.0	100.0	
NEAN 0.294	MEDIAN	0.60	0		
VALID CASES . 1447	41 SSI NG	CASES	2		

TABLE C-1 (CONT'D)

V ARG 93	6-MO DEP	IS GGOO ALT 1	0 12-40 UN	ACC TOUR		
				RELATIVE	ADJUSTED	CUM
			AB SOL U TE	FREQ	FREQ	FRFQ
CATEGORY	LASEL	CODE	FREG	(125)	(PCT)	(PCF)
STRUNGLY	DISAGREE	-2.	153	9.2	9.3	9.3
DISAGREE		-1-	176	10.0	10.0	19.2
UNDECIDED	;	0.	155	8.8	5.6	28.0
AGREE		1.	567	33.2	33.3	61.4
STRONGLY	AGREE	2.	681	39.5	36.6	100.0
NONRESPON	SIVE	-9.	4	0.2	MISSING	100.3
		TOTAL	1766	100.0	100.0	
MEAN	4.821	MEDIAN	1-15	59		
VALID CAS	FS 1752	MISSING	CASES			

HEAN	0.792	MEDIAN	1.11	.5		
		TOTAL	1449	100.3	100-0	
NONRESP	ONSIVE	-9.	2	0.1	MISSING	100.0
STRONGL	Y AGREE	2.	532	36.7	36.8	100.0
AGREE		1.	497	34 - 3	134.3	63.2
UNDECTO	EO	0.	133	9.2	9.2	28.9
DISAGRE	Ε	-1.	155	10 • 7	10-7	19.7
STRONGL	Y DISAGREE	-2.	130	9.0	9.0	9-0
CATEGOR	Y LAGEL	CODE	FREG	(701)	(PCT)	(PCT)
			AB SOLUTE	RELATIVE FRES	ADJUSTED FREQ	CU4 Freq
VARB90	6-MO DEP IS	GOOD ALT TO	12-40 UNA	FU ET 33/		

TABLE C-1 (CONT'D)

Company grade

VARO 91	CNE	15-MC	CE P	15	PREF	TC	145		OEPS RFLATIVE FREQ	ADJUSTED FRED	CUM FREQ
CATEGORY L	ABEL				CODE	Ξ	AB SOL		(201)	(901)	(PCT)
STRONGLY C)1SAG	REE			-2	•	51	10	29.9	28.9	25.9
DISAGREE					-1	•	69	39	39.0	39.1	58-0
UNDECTOES					6	•	2	9	11-5	11.9	79.9
AGREE					1	•	2	21	12.5	12.5	92.5
STRONGLY	AGREE	•			2	•	t	5 5	7.5	7.5	100.0
NONRES PON					-9	•		4	9.2	4155143	100.0
					TUTA	L	17	66	100.0	100.0	
MEAN		-9.694		н	EDIAN	l		-0.96	2		
WALTO CAS	FS	1762		el	ISSIN	G	CASES		4		

VARO71	DNE	12-40	DEP	1 S	PRFF	10			DEPS RELATIVE	ROJUSTED	CUM FREQ
							ABSOL	JTU.	FHED	FRED	
CATEGORY	LABEL	_			CODE	•	FRE	0	(754)	(PCT)	(PCT)
STRONGLY	DISA	GREE			-2		3 9	9 5	27.3	27.3	27.3
DISAGREE					-1.	•	5	7 1	39.4	39.5	66.8
UNGECIBED	;				0.		1	45	10.0	10.0	76.8
AGREE					1.	•	2	04	14.1	14-1	90.9
STRONGLY	AGRE	Ε			2	•	1	31	9.0	9.1	100-0
NONRESPO	IS IVE				-9	•		3	3.2	MISSING	100-0
					TOTA	L	14	49	100-0	100-0	
HEAN		-0.619		H	EDIAN			-0.92	! 6		
VALID CA	SES	1446		M	1551N	G	CASES	i	3		

TABLE C-1 (CONT'D)

VARBYZ	UNIT DEPLOY	MENT REGUCES	S ATTRITION	ĭ		
CATEGORY I	LABEL	COCE	ABSOLUTE FRED	RFLATIVE FRED (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
STRONGLY [DISAGREE	-2•	184	10.4	10.4	10.4
DISAGREE		-1.	321	14.2	18.2	28.6
CHOECIDEC		0 -	443	25.1	25.1	53.7
AGREE		1.	623	35.3	35.3	89.1
STRONGLY A		2.	193	10.9	10.9	100.0
NONRES PONS	IVE	-9.	2	J.1	MISSING	100.0
		TOTAL	1766	100.0	100.0	
HEAN	9-181	MEDIAN	9.351			
VALIO CASES	1754	HISSING C	ASES 2			

Field grade

VALID CASES 1445

REAR	0.34	3қ Ф	DIAN	. 0.545			
			TOTAL	1449	100.0	100-0	10010
WE HATE SPUR	PIAE		-9.	4	0.3	MISSING	100.0
ACHRESPON			2.	506	14.2	14.3	100-0
STRONGLY	AGREE		1.	541	37.3	37.4	85.7
AGREE			0.	307	21.2	21.2	48 - 3
UNDEC I DE I)				18.2	18.2	27.1
DISAGREE			-1.	263		5.9	8.9
STRUNGLY	DISAGREE		-5.	120	8.8		(PCT)
CATEGORY			CODE	ABSOLUTE FREQ	RELATIVE FRED (PCF)	ADJUSTED FREQ (PCT)	CUM FREO
VARQ92	O TIRU	EPLIYMENT	REDUCES	ATTRITION			

MISSING CASES 4

TABLE C-1 (CONT'D)

VARG95	PUBL IC	WIEW	£F	PRESTIGE	OF	CRP-AF			
			_				RELATIVE	ADJUSTED	CUM
					A85	SOLUTE	6920	FRED	FRFQ
CATEGORY !	LASEL			CODE	•	FREQ	(PCT)	(PCT)	(PCT)
LGM				-2.		40	2.8	2.8	2.5
BELOH AVE				-1-		219	12.4	12.4	15.2
AVERAGE				0.		420	23.5	23.7	39.0
ABONE AVE				1-		831	47-1	47.2	86.2
HIGH	·			2.		2 43	13.5	13.3	100.0
NONRESPON	SIVE			-9.		4	0.2	#13214?	190.0
				TOTAL	;	755	100.0	130.3	
MEAN	0.5	668		MEDIAN		0.73	2		
WALTO CAS	FC 17	162		MISSING	CASE	٠,	4		

VARO93	PUBLIC	VIEW	CF	PRESTIGE	CF NA-NF	2		
•						RELATIVE	DETEULGA	CUM
					ABSOLUTE	FRED	FREQ	FREQ
CATEGORY	LABEL			CODE	FREO	(PUF)	(PCT)	(PCT)
FCM				-5.	49	3.4	3.4	3.4
SETOM VAE				-1.	193	13.3	13.4	16.5
AVERAGE				0.	306	21.1	21.2	38-0
ABOVE AVE				1.	677	46.7	46.9	35.0
HIGH				2.	217	15.0	15.0	100-0
NONRESPON	3415			-9.	7	0.5	HISSING	100.0
				TOTAL	1449	100.9	100.0	
HEAN	0.	569		MEDIAN	0.75	56		
WALTO CAS	FS 1	442		MISSING	CASES	,		

TABLE C-1 (CONT'D)

VARO94	OHN VIEW OF	PRESTIGE OF	F NA-NFO			
				RELATIVE	ADJUSTED	CUN
			ABSOLUTE	FREQ	FREQ	FRES
CATEGORY L	.ABEL	CODE	FREQ	(PST)	(PCT)	(PCT)
LOW		-2.	24	1.4	1-4	1.4
BELOM AVE		-1.	84	4.8	4.8	6.1
AVERAGE		. 0.	350	19.3	19.9	26.1
ABOSE AVE		1-	933	47.2	47.4	73.4
HIGH		٤.	467	25.4	25.5	100.0
NONRESPONS	SIVE	-9.	9	0.5	HISSING	100.0
		TOTAL	1766	100.3	100.3	
				_		
MEAN	0.930	MEDIAN	1.00)5		
VALID CASE	S 1758	MISSING	CASES	8		

VAROSA DWN	VIEW OF	PRESTIGE OF	NA-NFO			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREG	FRED	FREQ
CATEGORY LABE	L	CODE	FREO	(PCI)	(PCT)	(PCT)
FG#		-2-	11	0.8	0.5	0.8
SELOW AVE		-1.	46	3.2	3. 2	4.0
AVERAGE		0.	216	14.9	15.0	19-0
ABOVE AVE		1.	670	46.2	46.5	65.5
HEGH		2.	497	34.3	34.5	100.0
NORRE SPONSIVE		-9.	9	9-6	MISSING	100.0
		TOTAL	1449	100.3	100.3	
MEAN	1.108	MEDIAN	1-16	57		
VALID CASES	1440	MISSING	CASES	9		

TABLE C-1 (CONT'D)

VARO95	CURRENT	ATTI TUDE	TOHARD	USHC			
_					RELATIVE	ADJUSTED .	CUM
				ABSOLUTE	FRED	FRED	FRFO
CATEGORY L	LABEL		CODE	FREQ	(PCT)	(PCT)	(PCI)
VERY UNFAT	CRABLE		-2.	75	4.2	4.3	4.3
UNFAVOR 4 81	L€		-1.	275	15.6	15.8	20.0
NEUTRAL			0.	285	16.1	16.3	36.4
FAVORABLE			1.	814	46.1	46.6	84.0
VERY FAVOR	BABLE		2.	297	15.5	17.0	100.0
NONRES PON	SIVE		-9.	20	1-1	MISSING	100.0
			TOTAL	1765	100.0	100.9	
MEAN	0.50	53 HI	EDIAN	0.79	92		
WALID CASE	ES 174	16 H	ISSING	CASES	20		

VARG95	CURRENT A	TTI TUDE TOWA	RD USHC			
				RELATIVE	ADJUSTED	CUM
			ABSOLU	ITE FRED	FRED	FREO
CATEGORY I	.ABEL	coo	E FREG	(PCT)	(PCT)	(PCI)
VERK UNFA	CRABLE	-2	. 17	1.2	1.2	1.2
UNFAVORABL	LE	-1	- 105	7.5	7.6	8.8
NEUTRAL		()• 128	5 - 5	9.0	17.8
FAVORABLE		1	. 798	48-9	49.8	67.5
VERP FAVO	RABLE	2	462	31.9	32.5	100.0
NONRESPON	SIVE	~9	. 26	1.5	HISSING	100-0
		•			*****	
		101/	L 1449	100.3	100.3	
MEAN	1.047	MEDIAN	1	1-148		
VALID CAS	ES 1423	#1551#	G CASES	26		

TABLE C-1 (CONT'D)

Company grade

	NARRATIVE	COMMENT SHEE	TS SUBMITTE	0		
•				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FRED	FRED	FREO
CATEGORY LASEL		CODE	FREO	(PCT)	(PCT)	(PCT)
NG COMMENT	•	-9.	943	47.7	47.7	47.7
CONNENT		0-	923	52.3	52.3	100.0
		TOTAL	1766	100.9	100.4	
HEAN	-4.296	MAJCAN	-4-11	10		
WALID CASE	5 1766	MISSING	CASES	1		

	NARRATIVE	COMMENT SHEET	TS SUBMITTE	D		
				RELATIVE	DETRULCA	CUM
			ABSOLUTE	FRED	FREO	FREQ
CATEGORY LABEL		COOE	. FREQ	(PGT)	(PCT)	(PCT)
NO COMMENT	ľ	-9.	795	54.9	54.9	54.9
CCHMENT		0.	654	45 .1	45.1	100.0
				~~~~	~	
		TOTAL	1449	100.0	100.0	
HEAM	-4.938	MEDIAN	-5.29	8		
VALED CASE	5 1449	MISSING	CASES	0		

TABLE C-1 (CONT'D)

MEE	K RESPONSE	SUBMITTED	)			
		•		RELATIVE	ACJUSTED	CUM
			ABSOLUTE	<b>ESES</b>	FREQ	FREG
CATEGORY LABE	L	CODE	FREQ	(PGF)	(PCT)	(PCT)
FIRST WEEK		0.	42	2.4	2.4	2.4
SECOND WEEK		1.	355	20.1	20-1	22.5
THIRD WEEK		2.	429	24.2	24.2	46.7
FOURTH WEEK		3.	356	20 -2	20.2	66.9
FIFTH WEEK		4.	165	2.3	9.3	76.2
CTHER		6.	420	23.5	23.8	100.0
		TOTAL	1766	100.0	100.0	
HEAN	3.557	MEDIAN	2.66	3		
· = · ·	•	_				
VALPO CASES	1766	MISSING	CASES	0		

MEEK	RESPONSE	SUBMITTED	, .			
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREQ	FREQ	FREQ
CATEGORY LABEL		CODE	FRED	(701)	(PCT)	(PCT)
FIRST WEEK		0.	1	0.1	0.1	0-1
SECOND WEEK		1.	313	21.5	21.6	21.7
THIRD WEEK		2.	542	37.4	37.4	59-1
FOURTH WEEK		3.	328	22.5	22.6	81.7
FIFTH WEEK		4.	100	6.9	6.9	88.6
OTHER		8.	165	11.4	11-4	100-0
		TOTAL	1449	100.0	100.0	
MEAN	2.830	PEDIAN	2.25	7		
VALIO CASES	1449	MIS SING	CASES	o		

TABLE C-2

TABULATION OF RESPONSES OF SEPARATED PILOTS AND NFOS

VAROOL !	RANK		•			
				RELATIVE	ADJUSTED	CU4
CATEGORY L	ABEL	2002	ABSCLUTE FFEG	FREQ (PCT)	FPEG (PCT)	FREQ (PCT)
		• - ** -				
1ST LT		1.	5	5.6	5.6	5.6
CAPT		2.	78	87.6	87.6	93.3
MAJOR		3.	6	6.7	6.7	100.0
		TOTAL		100.0	4/0.0	
		TOTAL	8 9	199.9	199.9	
MEAN	2.011	MEDIAN	2.00	6		
WALID CASE	5 89	FISSING	CASES	o		

VARDOZ PRIMARY MOS C:	11	•			
		_	RELATIVE	<b>OJIZULOA</b>	CUA
		ABSCLUTE	FREQ	FPEQ	FREQ
CATEGORY LABEL	CODE	FFEC	(PCT)	(PCT)	(PCT)
7500-01	0.	14	15.7	15.9	15.7
7508	1.	4	4.5	4.5	20.5
7510-11	2.	5	5.6	5.7	26-1
7520-22	3.	14	15.7	15.9	42.0
7549-45	4.	5	2.2	2.3	44.3
7550-57	5.	5	5.6	5.7	50.0
7560-65	6.	26	29.2	29.5	79.5
7575-76	7.	4	4.5	4.5	84-1
7581-88 GR 9907	8.	14	15.7	15.9	100.0
NONRESPONSIVE	-9.	1	1.1	MISSING	100-0
		*****	•••••		
•	TOTAL	89	100-0	100.0	

MEAN 4.375 MEDIAN 5.500 VALID CASES 88 MISSING CASES 1

TABLE C-2 (CONT'D)

VAROOS P	RIMARY HOS I	(2)	•			
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FFEO	FREQ	FREG
CATEGORY LA	AEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
75CO-76, 75	97-98	0.	69	77.5	81.2	81.2
7581		1.	1	1.1	1.2	82.4
7582		2.	3	3.4	3.5	85.7
7583		3.	5	5.6	5.9	91.8
7584		4.	1	1.1	1.2	92.9
7587		7.	5	5.6	5.9	98.8
7588		8.	1	1.1	1.2	199.9
NONRESPONSI	VE	-9.	4	4.5	HISSING	100.0
		7074		444	*****	
		TOTAL	89	199.9	199.9	
MEAN	0.812	MEDIAN	0.11	6		
WALID CASES	85	PISSING	CASES	4		

VALID CASES	89	MISSING		0		
MEAN	0.966	MEDIAN	9-95	•		
		TOTAL	89	100.0	100.0	
SEPARATED		3.	3	3.4	3.4	100.0
DIVORCED		2.	4	4.5	4.5	96.6
MARRIED		1.	69	77.5	77.5	92-1
SINGLE		0.	13	14.6	14.6	14.6
CATEGORY LAB	£L	CCDS	ABSCLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CU4 FREQ (PCT)
VAROO4 4A	FITAL STATUS					

TABLE C-2 (CONT'D)

VARCOS N	UPBER OF D	EPENDENTS				
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREG	FREO	FREG
CATEGORY LA	BEL	CODE	FPEQ	(PCT)	(PCT)	(PCT)
NONE		0.	16	18.0	18.9	18-9
ONE		1.	17	19-1	19.1	37-1
THO		2.	17	19-1	19.1	56.2
THREE		3.	2.9	32.6	32.6	88.8
FOUR		4.	8	9.0	9.0	97.8
FIVE		5.	1	1.1	1.1	99.9
SIX		6.	1	1.1	1.1	199.9
		TOTAL	89	100.0	100.0	
MEAN	2.034	MEDIAN	2.17	<b>'</b> 6		
<del>-</del> -						
VALID CASES	89	MISSING	CASES	0		

HEAN 3.112	PEDIAN	3.59	4		
	TOTAL	89	100.0	100.0	
THER	7.	3	3.4	3.4	199-9
ocs ·	6.	26	29.2	29.2	96.6
NA VCA D-MARC #D	5.	1	1.1	1.1	67.4
PLC-RESERVE	4.	16	18.0	18.0	66.3
PLC-REGUL AR	3.	4	4.5	4.5	48.3
NPOTC-RESERVE	2.	3	3.4	3.4	43-8
NRGTC-REGUL AR	1.	13	14.6	14.6	40-4
SERVICE ACACEMY	9•	23	25.8	25.8	25.8
CATEGORY LABEL	CODE	ABSCLUTE FREQ	FREQ (PCT)	FREQ (PCT)	FREQ (PCT
			RELATIVE	ADJUSTED	CUM

TABLE C-2 (CONT'D)

VARCOT YE	AR OF 8	IRTH				
				RELATIVE	ADJUSTED	CU∢
			AUSCLUTE	FREQ	FREO	FREG
CATEGORY LAB	EL	CCD	E FREG	(PCT)	(PCT)	(PCT)
1951-1952		27.5	5 8	9.0	9.0	9.0
1949-1950		29.5	5 32	36.0	36.0	44.9
1947-1948		31.5	5 21	23.6	23.6	68.5
1945-1946		33.5	5 17	19.1	19.1	87.6
1943-1944		35.5	5 9	10.1	10-1	97.5
1941-1942		37-5	5 2	2.2	2.2	199.9
		TOTAL	. 69	100.0	100.0	
HEAN	31.343	PEDIAN	30.9	29		
VALID CASES	89	MISSING	G CASES	0		

MEAN	11.989	MEDIAN	12.00	0		
		TOTAL	89	100.0	100.0	
BEFORE M	1978	16.	4	4.5	4.5	100.0
FAY 1978		15.	3	3.4	3.4	95.5
JUN 1973		14.	26	29.2	29.2	92.1
JUL 1978		13.	5	6.7	6.7	62.9
AUG 1978		12.	11	12.4	12.4	56.2
SEP 1978		11.	13	14.6	14.6	43.8
OCT 1978		19.	15	13.5	13.5	29.2
NOV 1978		9.	9	10.1	10-1	15.7
DEC 1978		8.	S	5.6	5.6	5.6
CATEGORY	LABEL	CCOE	ABSCLUTE FRES	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
VARGOS	SCHTH & YEAR	UP SEPARAI	IUN	RELATIVE	ADJUSTED	CUM

WALID CASES 89 MISSING CASES O

TABLE C-2 (CONT'D)

VAROOF YEARS SERVED I	N USHC			•	
			RELATIVE	ADJUSTED	CUM
•		ABSCLUTE	FREQ	FREQ	FREQ
CATEGORY LABEL	CCDE	FREG	(PCT)	(PCT)	(PCT)
FIVE	5.0	9	10-1	10.1	10.1
STR	6.3	19	21.3	21.3	31.5
SEVEN	7.0	13	14.6	14.6	46.1
EIGHT	E.0	10	11.2	11.2	57.3
NINE	5-3	13	14.6	14.6	71.9
TEN	10.0	7	7.9	7.9	79.8
HORE THAN TEN	12.4	18	29.2	20.2	199.9
			4		
	TOTAL	89	100.0	100.0	
HEAN . 8.317	MEDIAN	7.85	iO		
VALID CASES 89	MISSING	CASES	٥		

VAROIO TOTAL FLIGHT	HOURS				
			RELATIVE	ADJUSTED	CUM
•		ABSOLUTE	FREO	FPEO	FREG
CATEGORY LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
GE 400, LT 600	500.	1	1.1	1.1	1-1
GE 600, LT 800	700.	7	7.9	7.9	9.0
GE 800, LT 1000	903.	6	6.7	6.7	15.7
GE 1000. LT 1200	1100-	13	14.6	14.6	30.3
GE 1200. LT 1400	1300.	9	10.1	19.1	49.4
GE 1496+ LT 1699	1500.	20	22.5	22.5	62.9
GE 1600. LT 1800	1700.	4	4.5	4.5	67.4
GE 1899	1999.	29	32.6	32.6	199.9
	TOTAL	89	100.0	100.0	
. •					

MISSING CASES

TABLE C-2 (CONT'D)

VAROLL DU	TY STATUS El	CODE	AOSCLUTE FREQ	PELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
REGULAR		2•	86	96.6	96.6	96.6
PESERVE		1.	3	3.4	3.4	100.0
		TOTAL	89	100.0	100.0	
HEAN	0.034	MEDIAN	9-91	7		
VALID CASES	69	MISSING	CASES	0		

STORAY	LAST DUTY	STATION PRIO	R TO SEPAR	ATION		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREO	FRED
CATEGORY L	.ABEL	CCDE	FREC	(PCT)	(PCT)	(PCT)
HOME OR OL	MANTICO	0-	1	1-1	1.1	1-1
CHERRY POI	INT	1.	11	12.4	12.4	13.5
KEN RIVER		2.	4	4.5	4.5	18.0
BEAUFORT.	S.C.	3.	19	11.2	11.2	29-2
CAMP PENDL	ET GN	4.	5	5.6	5.6	34.6
ELTOROLSAN	ITA-ANA	5.	27	30.3	30.3	65.2
TIAWAN		6.	3	3- 4	3.4	68.5
JAPAN		7.	1	1-1	1.1	69.7
NATC		8.	16	18.9	18-9	87.6
OTHER	•	9.	11	12.4	1.2.4	100.0
		TOTAL	89	100.0	100.0	
MEAN	5.124	HEDIAN	5.9	າງ		
VALID CASE	.s 89	HISSING	CASES	0	•	

TABLE C-2 (CONT'D)

VARO13 MA	IN REASON FO	R BECOMIN	IE USPC NA	OR NFO		
				PELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREO	FREQ	FREG
CATEGORY LAB	EL	CCDE	FFEG	(PCT)	(PCT)	(PCT)
FAMILY		0.	3	3.4	3.4	3.4
PEERS		1.	1	1.1	1.1	4.5
CHALLENGE		2.	55	61.8	61.8	66.3
SERVE COUNTR	٧	4.	22	24.7	24.7	91.0
RECRUITER-05	0	5.	1	1.1	1.1	92.1
PREF OTHER S	VC	6.	3	3.4	3 • 4	95.5
PREP FOR CIV	108	7.	2	2.2	2.2	97.6
FLIGHT PAY		8.	2	2.2	2.2	100.0
		TOTAL	89	100.0	100.0	
MEAN .	2.631	MEDIAN	2.23	66		
VALID CASES	89	MISSING	CASES	0		

VARO14	TIME SEPARAT	FO FROM OSP	FUNFATS IN	ONTHSI		
VA	• • • • • • • • • • • • • • • • • • •			RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREQ	FREQ
CATEGORY	1.4654	CCDE	FFEG	(PCT)	(PCT)	(PCT)
CATEGORY	LACEL	CCDE	F 7 E W	(PCI)	(FCI)	(FCI)
NONE		C.0	3	3.4	4.3	4.9
FEWER TH	AN 6	3.0	11	12.4	14.7	18.7
6-11		<b>8.5</b>	11	12.4	14.7	33.3
12-17		14.5	15	16.9	29.0	53-3
18-23		20.5	10	11.2	13.3	66.7
24-29		26.5	10	11.2	13.3	80.0
39-35		32.5	19	11.2	13.3	93.3
36-41		36.5	3	3.4	4.0	97.3
42 QR HO	RE	44.5	2	2.2	2.7	100.0
NORRESPONSIVE NO DEPENDENTS		-9.9	1	1-1	MISSING	100.0
		-6.0	13	14.6	MISSING	100.0
				4444		
		TOTAL	89	100.0	100.0	
PEAN	17.913	MEDIAN	15.50	9		

VALID CASES 75 MISSING CASES 14

TABLE C-2 (CONT'D)

MEAN	5.315	MEDIAN	4.32	29		
. •		TOTAL	89	199-9	100.0	
OTHER		9.	24	27.0	27.0	100-0
SELF-EMPLO	DYED	6.	6	6.7	6.7	73.0
OR-SA		7.	3	3.4	3.4	66.3
ELECTRONIC	:s	6.	3	3.4	3.4	62.9
EDUCATION		5.	2	2.2	2.2	59.6
AIRLINES		4.	38	42.7	42.7	57.5
AIRCRAFT #	IF G	3.	1	1.1	1.1	14.6
STATE-LOC	NL GOVT	2.	1	1.1	1.1	13.5
FEDERAL GO	TVT	1.	3	3.4	. 3.4	12.4
UNEMPLOYED	)	·0•	8	9.0	9.0	9.0
CATEGORY L	.ABEL	COOE	ABSCLUTE FREQ	FREQ (PCT)	FREG (PCT)	FREG (PCT)
V4R015	CURRENT JOB			RELATIVE	ADJUSTED	CU4

VARG16	IMPORTANCE O	F JOA SATIS	FACTION			
			ABSCLUTE	RELATIVE FREQ	ADJUSTED FREQ	CUM FREQ
CATEGORY	LABEL	CODE	FFEG	(PCT)	(PCT)	(PCT)
WERY LON		-2.	5	5.6	5.7	5.7
LON		-1.	19	11.2	11.4	17.0
HODERATE-	AVE	0.	8	9.0	9.1	26.1
HIGH		1.	20	22.5	22.7	48.9
VERY HIGH	I	2.	45	59.6	51.1	100.0
NONRESPON	ISI VE	-9.	1	1.1	HISSING	100.0
		TOTAL	89	100.0	100.0	
MEAN	1.023	MAIDSM	1.52	22		

TABLE C-2 (CONT'D)

VARO17	IMPORTANCE O	F LENGTH OF	. MORK WEEK			
				RELATIVE	ADJUSTED	CUM
			ABSGLUTE	FREO	FREG	FRED
CATEGORY	LABEL	CCDE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		•2•	22	24.7	24.7	24.7
LOW		-1.	22	24.7	24.7	49.4
HODERATE-	LVE	0.	27	30.3	30.3	. 79.8
HIGH		1.	14	15.7	15.7	95.5
VERY HIGH		2.	4	4.5	4.5	100-0
		TOTAL	89	100.0	199.9	
HEAN	-0.494	MEDIAN	-0.48	1		
VALID CASE	ES 89	MISSING	CASES	0		

VARG16	IMPORTANCE	CF PERSONNEL	MANAGEHEN	T		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FPEQ	FREQ
CATEGORY	LABEL	. CCDE	FREG	(PCT)	(PCT)	(PCT)
LOW		-1.	1	1.1	1.1	1.1
MODERATE-	AVE	0-	7	7.9	7.9	9.0
HIGH		1.	18	20.2	20.2	29.2
VERY HIGH		2.	63	79.8	79.8	199.9
			*****	*****		
		TOTAL	89	100.0	100.0	
MEAN	1.697	MEDIAN	1.79	4		
WALID CAS	£5 89	MISSING	CASES	G		

TABLE C-2 (CONT'D)

VARG19	INPORTANCE	OF UNACC. T	DURS & CEPL	QYMENTS		
04007				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREB	FRED	FREQ
CATEGORY L	ABEL	CCDE	FREG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	4	4.5	4.5	4.5
LON		-1.	. 10	11.2	11.2	15.7
HODERATE-A	AE	9.	25	28.1	28.1	43.8
HIGH		. 1.	. 18	20-2	20.2	64.0
HERY HIGH		2.	, 32	36.0	36.9	199.3
				*****		
		TOTAL	. 89	100.0	100.0	
MEAN	9.719	PEDI AN	9.8	<b>96</b>		
VALID CASE	ES 89	NISSIN	CASES	0		

VAR 020	IPPORT OF L	ACK OF PEGF	CIENCY FLY	ING		
• • • • • • • • • • • • • • • • • • • •	-			RELATIVE	DETRULOA	CNM
			ABSCLUTE	FREO	FPEO	FREG
CATEGORY	LABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
WERY LOW		-2.	13	14.6	14.6	14.6
LON		-1.	12	13.5	. 13.5	25.1
HODERATE-	AVE	2•	14	15.7	15.7	43.8
HIGH		1.	22	24.7	24.7	66.5
VERY HIGH		2.	28	31.5	31.5	199.9
		TOTAL	89	100.0	100.0	
MEAN	2.449	WEDIAN	2.75	50		
VALIO CAS	£\$ 89	HISSING	CASES	0		

TABLE C-2 (CONT'D)

VAROZI INF	ORT OF NO	HOL HVA-N	BPPORTUNTI1	ES		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREG	FREG
CATEGORY LABO	L	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	16	18-9	18.0	18.0
LOW		-1.	16	18.0	18.0	36.0
NODERATE-AVE		2.	26	29.2	29.2	65•2
HIGH		1.	14	15-7	15.7	50.9
VERY HIGH		2.	17	19-1	19.1	100.0
						*
		TOTAL	89	100-0	100.0	
MEAN	0.000	MEDIAN	-0.91	9		
V-LID CASES	89	MISSING	CASES	0		

VAROZZ	IMPORTANCE OF	AIRLINE	HIRINGS .			
			ABSCLUTE	RELATIVE FREQ	ADJUSTED FREQ	CU4 Freq
CATEGORY L	ABEL	CCOE	FFEG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	37	41.6	41.6	41.6
LOM		-1.	11	12.4	12.4	5 3. 9
MQDERATE-4	<b>AE</b>	0.	11	12.4	12.4	66.3
HIGH		1.	12	13-5	13.5	79.8
VERY HIGH		2.	18	20.2	20.2	100.0
		TOTAL	89	100.0	100.0	
HEAN	-0.416	MEDIAN	-0.61	.5		
VALIO CASE	\$ 69	MISSING	CASES	0		

VARO23	IMPORTANCE OF	TIME BUAY	r FROY FAHI	LY		
				RELATIVE	<b>ADJUSTED</b>	CUM
			ABSCLUTE	FREQ	FREO	FREQ
CATEGORY E	.ABEL	CODE	FREG	(PCT)	(PCT)	(PCT)
AENA FOR		-2.	3	3.4	3.4	3.4
LQM		-1.	9	10.1	10.1	13.5
HODERATE-A	VE	0.	21	23.6	23.6	37.1
HIGH		1.	30	33.7	33.7	79.8
VERY HIGH		2.	26	29.2	29.2	100.0
		TOTAL	89	199.9	100.0	
HEAN	0.753	MEDIAN	0.85	13		
VALID CASE	5 89	PISSING	CASES	o		

HEAN	0.371	MEDIAN	G.43	15		
		TOTAL	89	100.0	100-0	
VERY HIGH		2.	21	23.6	23.6	100.0
HIGH		1.	52	24.7	24.7	76.4
MODERATE-	AVE	Ó.	23	25.8	25.8	51.7
LOW		-1.	15	16.9	16.9	25.8
VERY LOW		2.	8	9.0	9.0	9.7
CATEGORY	LABEL	CODE	ABSCLUTE FREQ	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
VARGZ4	IMPORTANCE OF	-GUAL ITY	OF LIFE"	RELATIVE	ADJUSTED	CUM

TABLE C-2 (CONT'D)

VARO25	IPPORTANCE CF	BELIEF T	HAT JCÖ HAS	VALUE		
				RELATIVE	<b>ADJUSTED</b>	CUM
			ABSCLUTE	FREQ	FPEQ	FPEO
CATEGORY	LABEL	CODE	FFEG	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	8	9.0	9.0	9.0
LOW		-1.	9	19.1	19-1	19.1
MODERATE-	AVE	0.	21	23.6	23.6	42.7
HIGH		1.	21	23.6	23.6	66.3
VERY HIGH		2•	30	33.7	33.7	199-9
		TOTAL	89	100.0	100.0	
HEAN	0.629	PEDIAN	0.81	0		
VALID CAS	ES 89	HISSING	CASES	0		

VAR OZ6	IMPORTANCE	OF DEPENCENT	MEDICAL C	ARE		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREG	FREO	FREG
CATEGORY	LABEL	CCDE	FFEO	(PCT)	(PCT)	(PCT)
VERY LOW		-2•	8	9.0	9.0	9.0
LOW		-1.	16	18.0	18.0	27.0
HODERATE-	AVE	9.	16	18.9	18-0	44.9
HIGH		1.	25	28.1	28.1	73.0
VERY HIGH		2.	24	27.0	27.9	199.3
		TOTAL	89	100.0	100.0	
MEAN	9.461	PEDIAN	2.68	9		
VALID CAS	ES 89	HISSING	CASES	0		

TABLE C-2 (CONT'D)

VAR 027	INPORTANCE OF	F JOB RECO	SPITICN			
	_	_		RELATIVE	ADJUSTED	CU4
			ABSCLUTE	FREO	FREG	FREG
CATEGORY L	ABEL	CCDE	FFEG	(PCT)	(PCT)	(PCT)
VERY LOW	ŧ	•5•	6	6.7	6.7	6.7
LOW		-1.	18	20.2	20.2	27.0
HODERATE-A	IAE	9.	SO	22.5	22.5	49.4
HIGH		1.	26	29.2	29.2	75.7
VERY HIGH		2.	19	21.3	21.3	199.9
		TOTAL	89	100.0	100.0	
MEAN	9.382	PEDI AN	2.5	L 9		
VALID CASE	S 89	MISSING	CASES	0		

VAROZE	IMPORTANCE OF	FINFLUENCE	ON CHN CA	REER		
				RELATIVE	ADJUSTED	CU4
			ARSCLUTE	FREO	FREQ	FREG
CATEGORY	LABEL	CCDE	FFEQ	(PCT)	(PCT)	(PCT)
VERY LOW		-2.	1	1.1	1.1	1.1
LON		-1.	2	2.2	2.2	3.4
MODERATÉ-	AVE	2•	10	11.2	11.2	14.6
HIGH		1.	40	44.9	44.9	59.6
VERY HIGH		2.	36	40-4	40.4	100.0
		TOTAL	89	100.0	100.0	
MEAN	1.213	MEDIAN	1.28	18		
WALID CAS	FS 89	MISSIME	CASES	0		

TABLE C-2 (CONT'D)

VARGES [FI	ORT OF	USAC-CIVILIAN	PAY DIFFE	PENTIAL		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FPEQ	FPEQ
CATEGORY LAS	EL	CODE	FREC	(PCT)	(PCT)	(PCT)
MENA FOR		•z.	15	16.9	16.9	16.9
LON		-1.	21	23.6	23.6	4 G. 4
MODERATE-AVE		0.	21	23.6	23.6	64.0
HIGH		1.	11	12.4	12.4	76.4
VERY HIGH		2.	21	23.6	23.6	100.0
		TOTAL	89	100.0	100.0	
HEAN	0.022	MEDIAN	-9.99	5		
VALID CASES	€ 9	MISS ING	CASES	0		

VAROSO I	PORT OF	JHCERTAINTY	IN RETIREHE	NT PGHS		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREQ	FREG
CATEGORY LAG	BEL	CCDE	FFEO	(PCT)	(PCT)	(PCT)
WERY LOW		-2.	11	12.4	12.4	12.4
LON		-1.	8	9. 0	9.0	21.3
MODERATE-AVE	•	0.	24	27.0	27.0	48.3
HIGH		1.	23	22.5	22.5	79.8
VERY HIGH		2.	26	29.2	29.2	100.0
			*****	*****		
		TOTAL	8 9	199.9	199.9	
MEAN	0.472	MEDIAN	0.57	5		
VALID CASES	89	FISSING	CASES	ງ		

TABLE C-2 (CONT'D)

VAROS1	IMPORT OF	CONSIDERATION	FOR OWN	DESIPES		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREO	FPEQ	FRES
CATEGORY	LABEL	CODE	FFEC	(PCT)	(PCT)	(PCT)
VERY LOW		•2•	2	2.2	2.2	2.2
LOW		-1.	7	7.9	7.9	19.1
MODERATE-	344	0.	16	20-2	20.2	30.5
HIGH		1.	23	25.8	25.8	56.2
VERY HIGH		2.	39	43.8	43.8	199.9
		TOTAL	89	100.0	100.0	
MEAN	1-911	PEDIAN	1.2	61		
VALID CAS	ES 89	MISSING	CASES	0		

MEAN VALID CAS	0.876 Ses 89	MEDIAN Missing	1.03	67 0		
		TOTAL	89	100.0	100.0	
VERY HIGH	1	2.	32	36.0	36.0	100.0
HIGH		1.	27	30.3	30.3	64.0
HODERATE	-AVE	9.	50	22.5	22.5	33.7
LOW		-1.	7	7.9	7.9	11.2
VERY LOW		-2.	3	3.4	3.4	3.4
CATEGORY	LABEL	CODE	FREO	(PCT)	(PCT)	(PCT)
			ABSCLUTE	RELATIVE FREQ	ADJUSTED FREQ	CU4 Frea
VAR 032	IMPORTANCE G	F ADVANCEM	ENT OPPORTU	INITIES		

TABLE C-2 (CONT'D)

VARO33	IMPORTANCE OF	RESPONSI	BILITY			
CATEGORY L	ABEL	CODE	ABSCLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FPEQ (PCT)
VERY LOW		-2.	17	19.1	19.1	19-1
LOW		-1.	20	22.5	22.5	41.6
MODERATE-A	VE	0.	15	16.9	16.9	58.4
HIGH		1.	26	29.2	29.2	87.6
VERY HIGH		2.	11	12.4	12.4	100.0
		TOTAL	89	199.9	199.9	
MEAN	-0.067	WEDIAN	0.00	0		
VALID CASE	S 89	PISSING	CASES	ý		

VARO34	IMPORTANCE (	CF JCB CHAL	LENGE			
CATEGORY	LABEL	CCDE	ABSOLUTE FFEO	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CU4 FREQ (PCT)
VERY LOW		-2.	16	18.0	18.2	18.2
LOW		-1.	19	21.3	21.6	39.8
MODERATE-	AVE	0.	13	14.6	14.8	54.5
HIGH		1.	21	23.6	23.9	78.4
VERY HIGH		2.	19	21.3	21.6	100.0
NONRESPON	SIVE	-9.	1	1.1	MISSING	100.0
		TOTAL	69	100.0	100.0	
MEAN	0.091	MEDIAN	0.19	2		
VALID CASE	ES 88	MISSING	CASES	1		

VARD35	IMPORTANCE O	F JOB PFEST	IGE			CUM
••				RELATIVE	DETENDA	FRED
			ABSCLUTE	FREG	FPEO	
CATEGORY L	ABEL	CCDE	FFEC	(PCT)	(PCT)	(PCT)
VERY LON		-2.	11	12.4	12.5	12.5
LON		-1.	32	36.0	36+4	48.9
MODERATE-A	45	0.	25	28.1	28.4	77.3
WGR CHWIF -	VE	• •				
HIGH		1.	11	12.4	12.5	89.8
WERY HIGH		2•	9	19.1	10.5	199.9
HORRESPONS	3V I	-9.	1	1.1	MISSING	100.0
		TOTAL	89	199.9	199.9	
MEAN	-0.284	=EOIAN	-G.4	60		
VALID CAS	ES 88	PISSING	CASES	1		

VARGS IPPERT OF	RESPONSE TO P	ROBLEMS &	NEEDS		
446326 111661 01			RELATIVE	OBTRULOA	ยน≉
		ABSOLUTE	FRED	FRED	FREG
CATEGORY LABEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
VERY LON	•2•	2	2.2	2.3	2.3
LON	•1•	9	13.1	19.2	12.5
HODERATE-AVE	0.	20	22.5	22.7	35.2
HTGH	1.	24	27.0	27.3	62.5
VERY HIGH	2•	33	37.1	37.5	199.9
NONRESPONSIVE	-9.	1	1.1	HISSING	100.0
	TOTAL	89	199.9	103.9	

TABLE C-2 (CONT'D)

VAR937 [#	PORT CF AS	SIGNMENT TO	NON-FLYI	G JOBS		
CATEGORY LAB	EL	CODE	ABSCLUTE FREQ	RELATIVE FREG (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
VERY LOW		-2.	2	2.2	2.3	2.3
LOW		-1.	6	6.7	6.8	9.1
MODERATE-AVE		0.	12	13.5	13.6	22.7
HIGH		1.	15	16.9	17.0	39.8
VERY HIGH		2.	53	59.6	69.2	199.9
NGNRESPONSI VI	E	-9.	1	1.1	HISSING	100.0
		TOTAL	89	199.9	199.9	
MEAN	1.261	MEDIAN	1.67	· o		
VALID CASES	88	PISSING	CASES	1		

VAROSS I	PPORTANCE OF	PERFORMA	NCE EVAL SY	STEN		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREO	FREG	FREG
CATEGORY LA	BEL	CODE	FFEG	(PCT)	(PCT)	(PCT)
WERY LOW		-2.	12	13.5	13.6	13.6
LOW		-1.	13	14.6	14.8	28.4
MODERATE-AV	E	0.	23	25.8	26.1	54.5
HIGH		1.	15	16.9	17.0	71.6
VERY HIGH		2.	25	28.1	28.4	100.0
NONRESPONSI	٧E	-9.	1	1.1	HISSING	100.0
				*****	•••••	
		TOTAL	89	100.0	190.0	
MEAN	Q.314	MEDIAN	9.32	6		
VALID CASES	8.6	MISS ING	CASES	1		

TABLE C-2 (CONT'D)

VARO39	QUALITY OF	USHC PERSON	NEL MANAGEM	ENT		
				RELATIVE	ADJUSTED	CUH
			ABSCLUTE	FREQ	FPEQ	FREG
CATEGORY L	ABEL	CCDE	FREQ	(PCT)	(PCT)	(PCT)
VERY POOR		-2.	36	40.4	49.9	44.9
POOR		-1.	32	36.0	36.4	77.3
AVERAGE		0.	17	19.1	19.3	96.6
GOOD		1.	3	3.4	3.4	199.9
NORRESPONS	IVE	-9.	1	1.1	MISSING	100.0
		TOTAL	89	199.9	199.9	
HEAN	-1-148	MEDIAN	-1.25	10		
VALID CASE	s 88	PISSING	CASES	1		

RELATIVE ADJUSTED CUM Absclute freg freg freg	MEAN TO CASES	-9.416	"EDIAN	-0.40	7		
CATEGORY LABEL CODE FFEG (PCT) CPCT) CPCT)  VERY POOR -2. 21 23.6 23.6 23.6  POOR -1. 21 23.6 23.6 47.2  AVERAGE 0. 27 30.3 30.3 77.5  GOOD 1. 14 15.7 15.7 93.3			TOTAL	69	100.0	100.0	
CATEGORY LABEL CODE FFEC PEC PEC PEC PEC PEC PEC PEC PEC PEC P	VERY GOOD		2.	6	6.7	6.7	199-3
CATEGORY LABEL  CODE  ABSCLUTE FREQ FREQ FREQ FREQ FREQ FREQ FREQ FRE	6000		1.	14	15.7	15.7	93.3
CATEGORY LABEL  CODE  CATEGORY LABEL  CODE  CATEGORY LABEL  CODE   AVERAGE		0.	27	30.3	30.3	77.5	
RELATIVE ADJUSTED CUM ABSCLUTE FREQ FREQ FREQ CATEGORY LABEL CODE FFEG (PCT) (PCT)	POOR		-1.	21	23.6	23.6	47.2
RELATIVE ADJUSTED CUM Absclute freg freg freg	VERY POOR		-2•	21	23.6	23.6	23.6
RELATIVE ADJUSTED CUM	CATEGORY LA	BEL	CODE				(PCT)
	VARDAD 0	RWEILL OL D	EFERUENT ME		RELATIVE		

TABLE C-2 (CONT'D)

VARGA1 AM	CUNT OF JO	B RECOGNIT	ICN			
				RELATIVE	ADJUSTED	CU4
			ABSCLUTE	FREG	FREO	FRED
CATEGORY LAS	EL	30D C	FREG	(PCT)	(PCT)	(PCT)
VERY POOR		-2.	4	4.5	4.5	4.5
POOR		*1•	13	14.6	14.6	19.1
AVERAGE		9.	31	34.8	34.8	53.9
6000		1.	34	38.2	38.2	92.1
VERY GOOD		2.	7	7.9	7.9	100.0
		TOTAL	89	100.0	100.0	
MEAN	0.303	MEDIAN	0.38	7		
VALID CASES	89	MISSING	CASES	0		

VARCAZ I	AMOUNT OF	INFLUENCE ON	OWN CAREER			
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREQ	FREG
CATEGORY L	ABEL	CODE	FREQ	(PCT)	(PCT)	(PCT)
VERY POOR		•2•	5.0	22.5	22.5	22.5
POGR		-1.	29	32.6	32.6	55.1
AVERAGE	•	0.	22	24.7	24.7	79.8
6000		1.	16	18.9	18.9	97.8
VERY GOOD		2.	2	2.2	2.2	100.0
		TOTAL	89	100.0	100.0	
HEAN	-0.551	MEDIAN	-c.65	i5		
WALID CASE:	s <b>2</b> 9	MISSING	CASES	o		

TABLE C-2 (CONT'D)

VARO43	USHC	RESPONSE	SABA	SS TO	FRCOLENS &	NEEDS		
						RELATIVE	<b>DJUSTED</b>	CU4
					ABSCLUTE	FREG	FPEQ	FREQ
CATEGORY L	ABEL		•	CGDE	FREQ	(PCT)	(PCT)	(PCT)
VERY POOR				•2•	18	20.2	23.2	53.5
POGR				-1.	24	27.0	27.0	47.2
AVERAGE				٥.	33	37.1	37 -1	84.3
6000				1.	12	13.5	13.5	97.8
VERY GOOD				2.	2	2.2	2.2	10C-0
				TO TAL	89	199-9	199.9	
PEAN	-(	0-494	ME	DIAN	-0.42	4		
VALID CASE	s	89	ÞΙ	SSING	CASES	9		

MEAN	9-764	PEDIAN	0.77	4		
		TOTAL	89	100.0	100.0	
VERY GOO	to	2•	22	24.7	24.7	199.9
6000		1.	31	34.8	34.8	75.3
AVERAGE		0.	30	33.7	33.7	40.4
POOR		-1.	5	5 • 6	5.6	6.7
VERY POO	)R	-2.	1	1.1	1.1	1.1
CATEGORY	LABEL	CODE	ABSCLUTE FRES	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
VARD44	APQUNT CF	PAY AS NA OR		RELATIVE	ADJUSTED	CUM

HISSING CASES

VALID CASES

TABLE C-2 (CONT'D)

VAR 045	EXPECTED	QUAL OF	FUTURE	RETIREMEN	T PGMS		
					RELATIVE	ADJUSTED	CUM
				ABSCLUTE	FREO	FREQ	FREQ
CATEGORY L	.ABEL		CCDE	FREG	(PCT)	(PCT)	(PCT)
VERY POOR			-2.	22	24.7	24.7	24.7
POOR			-1.	38	42.7	42.7	67.4
AVERAGE			9•	5.5	24.7	24.7	92.1
6000			1.	5	5.6	5.6	97.8
VERY GOOD			2.	2	2.2	2.2	100.0
			TOTAL	89	100-0	100.0	
HEAN	-0.820	) н	EDIAN	-9.99	8		
VALID CASE	:5 89	, 4	ISSING	CASES	0		

MEAN	-0.820	MEDIAN	-0.86	2		
		TOTAL	89	100.0	199.9	
VERY GOOD		2.	1	1.1	1.1	100.0
6000		1.	6	6.7	6.7	98.9
AVERAGE		0.	27	30.3	30.3	92.1
POOR		-1.	29	32.6	32.6	61.8
VERY POOR		-2.	26	29.2	29.2	29.2
CATEGORY LAREL		CODE	ARSCLUTE FREQ	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
		•		RELATIVE	ADJUSTED	CUM

TABLE C-2 (CONT'D)

VARDA7 OV	ERALL "QUA	LITY OF LII	FE=			
_			ABSCLUTE	RELATIVE FREQ	ADJUSTED FREQ	CU4 Freq
CATEGORY LAB	EL	CODE	FREG	(PCT)	(PCT)	(PCT)
VERY POOR		-2.	1	1.1	1.1	1.1
POOR		-1.	7	7.9	7.9	9.0
AVERAGE		0.	26	29.2	29.2	38.2
<b>6</b> 000		1.	40	44.9	44.9	93.1
VERY GOOD		2•	15	16.9	16.9	199.9
		TOTAL	89	100.0	100.0	
MEAN	0.685	<b>PEDIAN</b>	0.76	i 3		
VALID CASES	69	MISSING	CASES	0		

VARGAS AM	OUNT OF JOS	SATISFACT	TION			
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FPEO	FREO	FREG
CATEGORY LAB	EL	CCDE	FFEG	(PCT)	(PCT)	(PCT)
VERY POOR		-2•	5	5.6	5.6	5.6
POOR		-1.	16	18.0	18.0	23.6
AVERAGE		0.	26	29.2	29.2	52.8
GOOD		1.	30	33.7	33.7	86.5
VERY GOOD		2.	12	13.5	13.5	100.0
		TOTAL	89	100-0	100.0	
MEAN	0.315	MEDIAN	9.49	14		
VALID CASES	89	MISSING	CASES	0		

TABLE C-2 (CONT'D)

VALID CASES	89	<b>FISSING</b>	CASES	g		
MEAN	0.562	MEDIAN	0.66	3		
		70 TAL	89	199.9	199.9	
VERY GOOD		2.	11	12.4	12.4	100.0
6000		1.	40	44.9	44.9	87.6
AVERAGE		0.	29	32.6	32.6	42.7
POCR		-1.	6	6.7	6.7	10.1
VERY POOR		٠2.	3	3.4	3.4	3.4
CATEGORY LA	BEL	CCDE	FFEG	freq (PCT)	FREQ (PCT)	FREQ (PCT)
	Ur 634	· •		RELATIVE	ADJUSTED	CUM
VARGL9	PALUE OF LSM	C Ine				

MEAN VALID CASES	-9-427	PEDIAN	-0.70	3		
		TOTAL	89	100.0	100.0	
STRONGLY AG	EE	2.	6	6.7	6.7	199.9
AGREE		1.	17	19.1	19.1	93.3
UNDECIDED		G.	14	15.7	15.7	74.2
DISAGREE		-1.	37	41.6	41.6	58.4
STRONGLY DI	SAGREE	-2.	15	16.9	16.9	16.9
CATEGORY LA	BEL	CODE	FFEG	(PCT)	(PCT)	FREQ (PCT)
			ABSCLUTE	RELATIVE	ADJUSTED FPEQ	£83
VAROSO A	IFLINE HIRING	CAUSES		RELATIVE		

TABLE C-2 (CONT'D)

VARO51	TYPICAL WORK	WEEK IS T	OO LONG			
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREO	FREG	FREQ
CATEGORY L	ABEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
STRONGLY C	I SAGPEE	-2•	7	7.9	7.9	7.9
DISAGREE		-1.	44	49.4	49.4	57.3
UNDECIDED	•	3•	8	9. 3	9.0	66.3
AGREE		1.	15	16.9	16.9	8 3. 1
STRONGLY A	GREE	2.		16.9	16.9	100.0
		TOTAL	89	100.0	100.0	
HEAN	-0.146	MEDIAN	-9.64	8		
WALID CASE	s 89	FISSING	CASES	0		

VARO52	CIV LIFE	IS AT	LEAST A	S GOOD AS	EXPECTED		
					RELATIVE	ADJUSTED	CUM
				ABSCLUTE	FREQ	FREQ	FREG
CATEGORY	LABEL		CODE	FFEG	(PCT)	(PCT)	(PCT)
STRONGLY	DISAGREE		•2•	1	1.1	1.1	1.1
UNDECTOED			0-	4	4.5	4.5	5.6
AGREE			1.	40	44.9	44.9	50.6
STRONGLY	AGREE		2.	44	49.4	49.4	199.9
			TOTAL	89	100.0	100.0	
MEAN	1.416	•	MEDIAN	1.4	98		
VALID CAS	ES 89	•	HISSING	CASES	0		

TABLE C-2 (CONT'D)

VAROS3 US	HC HAS AT	LEAST AS GO	OCO AS EXPE	CTEO		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREQ	FREG
CATEGORY LAS	IEL	CODE	FFEG	(PCT)	(PCT)	(PCT)
STRONGLY CIS	AGREE	•2•	7	7.9	7.9	7.9
DISAGREE		-1.	22	24.7	24.7	32.6
UNDECIDED		9•	13	14.6	14.6	47.2
AGREE		1.	36	40.4	40.4	87.6
STRONGLY AGR	EE	2.	11	12.4	12.4	100.0
					•••••	
		TOTAL	89	100.0	100.0	
MEAN	0.247	MEDIAN	9.56	9		
WALID CASES	89	#ISSING	CASES	0		

VAROSA THE	USHC TAKES	CARE OF	ITS CHN=			
				RELATIVE	ADJUSTED	CU#
			ABSCLUTE	FREQ	FREG	FREQ
CATEGORY LABEL		CODE	FFEQ	(PCT)	(PCT)	(PCT)
STRONGLY EISAG	PEE	-2•	25	28.1	28.1	28.1
DISAGREE		-1.	39	43.8	43.8	71.7
UNDECIDED		3•	15	16.9	16.9	88.3
AGREE		1.	10	11.2	11.2	100.0
			•••••			
		TOTAL	8 9	100.0	133.5	
HEAN -	0.888	MEDIAN	-1.00	0		
VALID CASES	89	PISSING	CASES	ว		

TABLE C-2 (CONT'D)

V4R355	CHAIN OF	CHD WAS RESPO	NSIVE TO RE	EOS		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FPEQ	FREG
CATEGORY	LABEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
STRONGLY	DISAGREE	-2•	17	19-1	19-1	19.1
DISAGREE		-1.	36	49-4	49.4	59.6
UNCECIDEO		0.	12	13.5	13.5	73.0
AGREE		1.	22	24.7	24.7	97.8
STRONGLY	AGREE	Z•	2	2.2	2.2	199.9
		TOTAL	89	100.0	100.0	
MEAN	-9.494	PEDIAN	-0.73	6		
VALID CAS	ES 89	MISSING	CASES	0		

VAROS6	USHC NA-NFO AR	E TRUE -	PFOFESSIONA	LS=		
				RELATIVE	ADJ UST ED	CUM
			ASSOLUTE	FREG	FREG	FREQ
CATEGORY L	JBBA	CEDE	FFEG	(PCT)	(PCT)	(PCT)
STRUNGLY C	t sagree	-2.	4	4.5	4.5	4.5
DISAGREE		-1.	26	29.2	29.2	33.7
UNDECIDED		3.	13	14-6	14.6	48.3
AGREE		1.	33	37.1	37.1	85.4
STRUNGLY A	GREE	2.	13	14.6	14.6	100.0
		TOTAL	89	100.0	100.0	
HEAN	185.0	HEDIAN	9.54	5		
VALID CASE	5 89	HISSING	CASES	0		

TABLE C-2 (CONT'D)

VAROS7	CURPENT	ATTITUDE	TOWARD	USMC			
					RELATIVE	ADJUSTED	CUM
				ABSCLUTE	FREQ	FREG	FFEG
CATEGORY L	LABEL		CCDE	FFEG	(PCT)	(PCT)	(PCT)
VERY UNFA	/OR ABLE		-2.	3	3.4	3.4	3.4
UNFAVORABL	.ε		-1.	7	7.9	7.9	11.2
NEUTRAL			0.	21	23.6	23.6	34.8
FAVORABLE			1.	43	48.3	48.3	83-1
VERY FAVOR	PABLE		2.	15	16.9	16.9	100.0
					*****		
			TOTAL	89	100.0	199.9	
MEAN	0.6	74 HI	EDIAN	0.81	4		
VALID CASE	S	89 P.	ISSING	CASES	ງ		

VAROS8 US	HC VS CIV:	PAY				
				RELATIVE	DETRULDA	CUM
			ABSCLUTE	FREQ	FREG	FRED
CATEGORY LAG	IEL	CODE	FFEG	(PCT)	(PCT)	(PCT)
CIVILIAN BET	TER	-1.	47	52.8	58.0	58.0
SAME		9.	9	19.1	11.1	69-1
USHC BETTEP		1.	25	28.1	30.9	100.0
UNKNOWN OF R	1 A	-7.	8	9.0	MISSING	100.0
		TOTAL	89	100.0	100.0	
MEAN	-0.272	MEDIAN	-9.63	8		
VALIO CASES	£1	WISSING	CASES	8		

TABLE C-2 (CONT'D)

VAROS9 U	SHC VS CIVE	MEDICAL	CARE			
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREO	FREQ	FREQ
CATEGORY LA	BEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
CIVILIAN BE	TTER	-1.	58	65.2	72.5	72.5
SAME		0.	15	16.9	18.8	91.3
USMC BETTER		1.	7	7.9	6.8	100.0
UNKNOWN OR	NA	-7.	9	19.1	MISSING	199.9
		TOTAL	89	100.0	100.0	
MEAN	-9.638	PEDIAN	-0.81	0		
VALID CASES	08	HISSING	CASES	9		

VAR CG C	USMC VS CIV:	RECREATIO	N OPFORTUN	ITIES		
•			•	RELATIVE	ADJUSTED	CU4
			ABSCLUTE	FREO	FREG	FREQ
CATEGORY	LABEL	CCDE	FREO	(PCT)	(PCT)	(PCT)
CIVILIAN	BETTER	-1.	39	43.8	44.8	44.8
SAME		0.	39	43.8	44.8	89.7
USHC BETT	ER	1.	9	19-1	19.3	199.9
UNKNOWN GI	R NA	-7.	2	2.2	MISSING	100.0
		TOTAL	89	199.9	199.9	
MEAN	-0.545	MEDIAN	-0.38	15		
WALTE CAS	F	PISSING	CASES	2		

TABLE C-2 (CONT'D)

VARO61 U	SHC VS CIV:	TREATMENT	BY SUPERV	ISCRS		
				RELATIVE	ADJUSTED	CUM
			ABSOLUTE	FREO	FREG	FREO
CATEGORY LA	866	CODE	FFEG	(PCT)	(PCT)	(PCT)
CIVILIAN BE	TTER	-1.	57	64.0	74.0	74.0
SAME		9•	19	21.3	24.7	98.7
USHC BETTER		1.	1	1.1	1.3	100.0
UNKNOWN DR	UNKNOHN OR NA		12	13.5	MISSING	100.0
		TOTAL	89	100.0	100.0	
MEAN	-0.727	MEDIAN	-0.82	5		
VALID CASES	77	MISSING	CASES 1	2		

VAROSZ U	SHC VS CIVE	HORK CON	DITIGES & H	IOURS		
				RELATIVE	ADJUSTED	CUM
•			ABSCLUTE	FREO	FREG	FREG
CATEGORY LA	BEL	CCDE	FFEQ	(PCT)	(PCT)	(PCT)
CIVILIAN BE	TIER	-1.	61	68.5	75.3	75.3
SAME		0.	19	21.3	23.5	98.8
USHC BETTER		1.	1	1.1	1.2	100.0
UNKNOWN OF	NA	-7.	8	9.0	MISSING	199.9
		TOTAL	89	100.0	100.0	
HEAN	-9.741	PEDIAN	-0.83	6		
VALID CASES	81	MISSING	CASES	8		

TABLE C-2 (CONT'D)

VARO63 U	SHC VS CIV:	SUPV CON	CERN FOR WE	LFARE		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREG	FPEQ	FREQ
CATEGORY LA	9EL	3033	FFEG	(PCT)	(PCT)	(PCT)
CIVILIAN BE	TTER	-1.	45	50.6	59.2	59.2
SAME		0.	25	28.1	32.9	92.1
USMC BETTER		1.	6	6.7	7.9	199.9
UNKNOWN OR	MA	-7.	13	14.6	HISSING	100.0
			•••••		*****	
		TOTAL	89	199.9	199.9	
MEAN	-0.513	MEDIAN	-0.65	i <b>6</b>		
VALID CASES	76	PISSING	CASES 1	13		

VARD64 USHC VS	CIVE	TPAVEL				
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FPEQ	FREG	FREQ
CATEGORY LABEL		CCDE	FFEG	(PCT)	(PCT)	(PCT)
CIVILIAN BETTER		-1.	42	47.2	57.5	57.5
SAME		3.	15	16.9	29.5	78.1
USMC BETTER		1.	16	18.0	21.9	10C.C
UNKNOWN OF NA		-7.	16	18.0	MISSING	100-0
			•••••			
		TOTAL	89	100.0	100.0	
MEAN -0.3	56	MEDIAN	-9.63	1		
VALID CASES	73	HISS ING	CASES 1	6		

TABLE C-2 (CONT'D)

VARO65 US	HC VS CIV:	VACATION	-LEAVE			
				RELATIVE	ADJUSTED	CUT
			ABSCLUTE	FREO	FPEQ	FREQ
CATEGORY LAS	EL	CCDE	FFEG	(PCT)	(PCT)	(PCT)
CIVILIAN BET	TER	-1.	25	28.1	39-1	39-1
SAME		0.	17	19-1	20.5	50.6
USHC BETTER		1.	41	46.1	49.4	100-0
NONRESPONSIV	Ε	-9.	1 5	1.1 5.6	MISSING MISSING	199.9
UNKNOWN OF N	A	-7.				
		TOTAL	89	199-9	100.0	
HEAN	0.193	MEDI AN	0.47	1		
VALID CASES	83	PISSING	CASES	6		

VARO66 U	SAC VS CIVE	JCB SATI	SFACTION			
				RELATIVE	ADJUSTED	CUM
•			ABSCLUTE	FREQ	FREQ	FREQ
CATEGORY L	19EL	CODE	FFEG	(PCT)	(PCT)	(FCT)
CIVILIAN 86	TTER	-1.	47	52.8	57.3	57.3
SAME		0.	23	25.8	28.0	85.4
USAC BETTER	!	1.	12	13.5	14.6	100.0
UNKNOWN OR	NA	-7.	7	7.9	HISSING	100.0
		TOTAL	89	100.0	100.0	
MEAN	-0.427	MEDIAN	-9.62	28		
VALID CASES	. 82	WISSING	CASES	7		

VAR 067	USHC	S CIVE	CHOICE OF	WHERE TO	LIVE		
					RELATIVE	<b>ADJUSTED</b>	CUM
				ABSCLUTE	FREQ	FREG	FRED
CATEGORY	LABEL		COOE	FFEG	(PCT)	(PCT)	(PCT)
CIAIFINA	BETTER		-1.	78	87.6	91.8	91.8
SAME			0.	6	6.7	7.1	98.5
USHC BETT	ER		1.	1	1.1	1.2	100-0
UNKNOWN O	RNA		-7.	4	4.5	HISSING	199.9
			TOTAL	89	100.0	100.0	
MEAN	<b>-</b> 9.	996	PEDIAN	-0.99	55		
VALID CAS	ES	85	MISSING	CASES	4		

VAR 068	USMC VS C	IV: COMPETEN	CE OF ASSOC	TATES		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FRED	FREO	FREQ
CATEGORY L	ABEL	CODE	FFER	(PCT)	(PCT)	(PCT)
CIVILIAN 6	ETTER	-1.	38	42.7	46.9	46.9
SANE		0.	34	38.2	42.0	86.9
USHC BETTE	R	1.	9	19.1	11.1	199-3
UNKNOWN OF NA		-7.	ē	9.0	HISSING	100.0
		TOTAL	89	199.9	199.9	
MEAN	-0.358	MEDIAN	-0.42	26		
VALID CAST	S 81	#ISS ING	CASES	8		

TABLE C-2 (CONT'D)

V4R069 (	ISHC VŠ CIV:	HAPPINESS	OF MIFE-CH	ILOPEN		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FPEQ	FREQ
CATEGORY LA	PEL	CODE	FFEG	(PCT)	(PCT)	(PCI)
CIVILIAN BE	TTER	-1.	51	57.3	71.8	71.8
SAME UNKNOWN OF NA		0. -7.	20	22.5	28.2 MISSING	100.0
			18			
		TOTAL	89	100.0	100.0	
MEAN	-0.718	MEDIAN	-9.894	•		
VALID CASES	71	HISSING	CASES 18	1		

VAR OF G	USHC VS CIV:	TECHNICAL	TRAINING			
				RELATIVE	ADJUSTED	CUH
			ABSCLUTE	FPEQ	FREO	FREQ
CATEGOR	A TUBET	CODE	FREG	(PCT)	(PCT)	(PCT)
CIVILIA	N BETTER	-1.	37	41.6	45.1	45.1
SAME		0.	27	30.3	32.9	78.0
USHC BE	TTER	1.	18	20.2	22.0	100-0
UNKNOHN	OR NA	-7.	7	7.9	HISSING	199.9
		TOTAL	89	100.0	100.0	
MEAN	-9-232	PEDIAN	-0.35	i 2		
*** ** **		*****		•		

VAR071	USMC	٧s	CIVE	RECOG FOR	SUPERIOR	JOB PEPF		
						RELATIVE	ADJUSTED	CUM
					ABSCLUTE	FREG	FREQ	FREQ
CATEGORY L	.ABEL			CCDE	FREO	(PCT)	(PCT)	(PCT)
CIVILIAN 6	BETTER			-1.	42	47.2	58.3	58.3
SANE				0.	20	22.5	8.75	86.1
USHC BETTS	R			1.	13	11.2	13.9	199-9
UNKNOWN GF	R N S			-7.	17	19.1	MISSING	100.0
				TOTAL	89	199.9	199.9	
HEAN	-0	.44	4	HEDIAN	-0.6	43		
VALID CASE	E S	7	2	<b>FISSING</b>	CASES.	17		

VARO72 USHC VS CIV	: ACCOUNT FO	R INF JOE	PERF		
			RELATIVE	ADJUSTED	CUM
		ABSCLUTE	FREG	FREG	FRED
CATEGORY LAGEL	CODE	FFEQ	(PCT)	(PCT)	(PCT)
CIVILIAN BETTER	-1.	35	39. 3	50.7	50.7
SAME	9•	27	30.3	39.1	89.9
USHC BETTER	1.	7	7.9	10.1	100-0
UNKNOWN OF NA	-7.	20	22.5	MISSING	100.0
	TOTAL	89	100-9	100.0	
MEAN -0.406	MEDIAN	-9.51	14		
VALID CASES 69	HISSING	CASES :	20		

VAR 07 3 US	NC VS CIV:	RETIRENE	MT BEMEFITS	•		
		,		RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREG	FREG
CATEGORY LAG	EL	CODE	FFEO	(PCT)	(PCT)	(PCT)
CIVILIAN BET	TER	-1.	43	48.3	59.7	59.7
SAME		0.	9	10.1	12.5	72.2
USAC BETTER		1.	20	22.5	27.8	100.0
UNKNOWN OR NA		-7.	17	19.1	MISSING	100.0
		TOTAL	89	100.0	100.0	t
MEAN	-0.319	PEDI AN	-0-66	3		
VALID CASES	72	MISSING	CASES 17	7		

VAR074 US	MC VS CIVE	OUAL OF	AVAILABLE H	OUSING		
		•		RELATIVE	DITZULGA	CUS
<b>44.74.45</b>			ABSCLUTE	FREQ	FRED	FREA
CATEGORY LA	- <del>-</del>	CCDE	FFEQ	(PCT)	(PCT)	(PCT)
CIVILIAN BET	TER	-1.	55	61.8	77.5	77.5
SAME		0.	15	16.9	21.1	98.5
USMC BETTER		1.	1	1.1	1.4	199.9
UNKNOWN OR N	<b>,</b>	<b>~7.</b>	18	20.2	MISSING	100.0
				****		
		TOTAL	89	199.9	199.9	
MEAN	-0.761	HEDI AN	-0.85	5		
VALIO CASES	71	FISSING	CASES 1	8		

WAR975 US		ctvs	CHANCE TO	PORK IN 10	M-AFER		
VAN313 U.	,,,,				RELATIVE	<b>ADJUSTED</b>	CUM
				ABSOLUTE	FREQ	FPEG	FRED
CATEGORY LA	EL		CODE	FFEO	(PCT)	(PCT)	(PCT)
CIVILIAN BET	TTER		-1.	69	77.5	85.2	85.2
SAME			g.	15	13.5	14.8	199.3
UNKNOWN OF I	N A		-7.	8	9.0	HISSING	100.0
•			TOTAL	89	199.9	199.9	
MEAN	-0.8	52	MEDIAN	-0.91	13		
VALID CASES		81	PISSING	CASES	8		

MEAN	0.205	HEDIAN	2-19			
		TOTAL	89	100.0	100.0	
NONRESPON	SIVE	-9.	1	1.1	HISSING	100.0
USMC BETT	ER	1.	30	33.7	34.1	100.0
SAME		3.	46	51.7	52.3	65.9
CIVILIAN	BETTER	-1.	12	13.5	13.6	13.6
CATEGORY	LABEL	CODE	ABSGLUTE FFEQ	FREQ (PCT)	FREQ (PCT)	FREQ (PCT)
V4R376	USAC A2 CIA:	COST OF LI	AINE	RELATIVE	ADJUSTED	CU4

TABLE C-2 (CONT'D)

V4R077 (	ISHC A2 CIA	AMOUNT OF	RESPONSI	ILITY		
CATEGORY LA		C ODE	ABSCLUTE FFEQ	RELATIVE FREQ (PCT)	ADJUSTED FRED (PCT)	CUM FREQ
CIVILIAN RE	TTER	-1.	29	32.6	36.7	(PCT) 36.7
USHC BETTER		0.	33	37.1	41.8	70.5
NUNRESPONSI		1.	17	19.1	21.5	100.0
CHENGRA CH NV		-9.	1	1.1	MISSING	199.9
		<b>-7.</b>	9	10.1	MISSING	100.0
		TOTAL	89	100.0	199.9	
MEAN	-0.152	MEDIAN	-G.182			
VALID CASES	79	PISSING CAS				

VAROTE USHC VS CIT	PPCFESSIO	NAL CHALLE	NGE		
CATEGORY LABEL CIVILIAN BETTER	CODE	ABSOLUTE FREC	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CU4 FREQ (PCT)
SAME	-1.	44	49.4	52.4	52.4
USAC BETTER	9.	27	39.3	32.1	84.5
NONRESPONSI VE	i.	13	14.6	15.5	100.0
UNKNOWN OR NA	-9. -7.	1	1.1	HISSING	100-0
	TOTAL	89	4.5 100.0	HISSING	199.9
MEAN =9.369				100.0	
W41 50 01000	PEDIAN	-0.545			
VALID CASES 84	MISSING CA	<b>\$E\$</b> 5			

VAR 07 9	PRESTIGE	OF USHC	NA-NF	VS CURREN	T JOS		
					RELATIVE	DETRULOA	CUM
				ABSCLUTE	FREQ	FREQ	FREG
CATEGORY L	.ABEL		CCDE	FREQ	(PCT)	(PCT)	(PCT)
MUCH LOWER	1		-2.	10	11.2	11.4	11.4
LOWER			-1.	27	30. 3	30.7	42.0
SAME		-	3.	30	33.7	34.1	76.1
HIGHER			1.	11	12.4	12.5	88.6
MUCH HIGH	R		2.	10	11.2	11.4	100.0
NORRESPONS	SIVE		-9.	1	1.1	MISSING	199.9
			TOTAL	89	100.0	100.0	
MEAN	-0.18	2 *	EDIAN	-0.26	i7		
VALID CASE	ES 8	3 H	ISSING	CASES	1		

VALID CAS	ES 87	HISSING	CASES	2		
MEAN	1.632	MEDIAN	1.79	8		
		TOTAL	89	100.0	100.0	
NONRESPON	SIVE	-9.	2	2.2	MISSING	100.0
VERY GOOD		z.	62	69.7	71.3	100.0
6000		1.	20	22.5	23.0	28.7
UNCECIDED		0.	3	3.4	3.4	5.7
POOR		-1.	2	2.2	2.3	2.3
CATEGORY	LABEL	CCDE	ABSCLUTE FRED	FREQ (PCT)	FREG (PCT)	FREQ (PCT)
V4N000				RELATIVE	ADJUSTED	CUM
VAR 080	RETROSPECTIVE	WIEW 05	necessan to	PESTON		

#### MARRATIVE CONMENT SPEETS SUBMITTED

70.71	MUNITAR AR	INGENI SLEET	3 30647115	. •		
				RELATIVE	ADJUSTED	CUM
			ABSCLUTE	FREQ	FREG	FREQ
CATEGORY LABEL		CCDE	FREQ	(PCT)	(PCT)	(PCT)
COMMENT		0.	51	57.3	57.3	57.3
NO COMMENT		1.	38	42.7	42.7	100.0
		TOTAL	89	199.9	199.9	
HEAN	0.427	HEDIAN	0.37	3		
MALTO CASSE	9.0	MISSING	C48E8	n	•	

#### WEEK RESPONSE RECEIVED

VALID CASES

MEAN	1.888	MEDIAN	1-40			
		TOTAL	89	199.9	199.9	
OTHER		8.	1	1.1	1.1	100.0
FIFTH WEEK		4.	9	19.1	19.1	98.9
FOURTH WEEK		3.	16	18.0	18-0	88.8
THIRD HEEK		2.	18	20.2	20.2	70.8
SECOND WEEK		1.	49	44.9	44.9	59.6
FIRST WEEK		Q.	5	5.6	5.6	5.6
CATEGORY LAB	EL	CODE	ABSCLUTE FREG	FREQ (PCT)	FREQ (PCT)	FRED (PCT)
		•		RELATIVE	ADJUSTED	CUM

TABLE C-3
MILITARY OCCUPATIONAL SPECIALTIES (MOSs)

MOS	<u>Title</u>
7500-01	Attack pilot
7508	AV-8 pilot
7510-11	A-6 pilot
7520-22	F-4 pilot
7540-45	EA-6/RF-4 pilot
7550-57	Transport pilot
7560-65	Helicopter pilot
7575-76	OV-10 pilot
7581	Basic NFO
7582	Radar Intercept Officer (F-4B)
7583	Bombardier-Navigator
7584	Electronics Warfare (EW) Officer
7585	Airborne Reconnaissance (AR) Officer
7586	EW/AR Officer
7587	Radar Intercept Officer (F-4J)
7588	EΛ-6 EW Officer
7597-98	Basic pilot
9907	Aviation Colonel

APPENDIX D

FACTOR ANALYSIS

#### APPENDIX D

#### FACTOR ANALYSIS

#### **OBJECTIVES OF FACTOR ANALYSIS**

The primary objective of factor analysis is to obtain a parsimonious description of observed data. H.H. Harmon, one of the developers and leading advocates of factor analytic methods, describes it as a technique to resolve a large set of variables into a small number of elements called factors. Resolution is accomplished by the analysis of the correlations between the variables. Factor analysis, then, is essentially a linear regression of each of the variables on the factors. It yields factors which provide an adequate fit to the data, while maintaining all the essential information of the original set of variables.

#### THE FACTOR ANALYSIS MODEL

It is the goal of factor analysis to represent a variable  $V_i$  in terms of several underlying factors, or hypothetical constructs. The simplest mathematical model for describing one variable in terms of several others is a linear one, and that is the form of representation used in factor analysis models. Using the notation  $F_1$ ,  $F_2$ ,  $F_3$ , . . . ,  $F_m$  for m common factors, the complete linear expression for any variable  $V_i$  may be written in the form:

$$V_i = A_{i1}F_1 + A_{i2}F_2 + A_{i3}F_3 + \dots + A_{im}F_m$$
,

where  $i=1, 2, \ldots, n$ , and  $A_{ij}$  is the coefficient of the jth factor of the ith variable. There are, of course, n equations of this form—one for each of the n variables. Some models also include a term  $A_i U_i$ , which denotes the unique aspect of any variable—i.e., that portion of its variance that is not attributable to any common factor. Since factor analysis

Reference D-1.

generally is concerned only with the common factors, the unique terms (if they exist at all) are generally ignored.

### FACTOR LOADING AND COMMUNALITY

The coefficients A in the equations above are called factor loadings and can be determined through an analysis of the correlations among the n variables. All m factors are required to produce exactly the correlations among the original n variables, and each factor, through its loading, is selected to make maximum contribution to the sum of the variances of the original variables. The first such factor selected makes the greatest single contribution, the second makes a maximum contribution to the remaining (residual) variance, and so on, until a satisfactory portion (usually less than 100 percent) of the total original variance has been accounted for. Thus, depending on the amount of variance that will give a satisfactory and/or acceptable solution, only a small number (less than n) of factors will normally be needed to reproduce the original data.

For any particular variable, the amount of it total variance accounted for by the common factors is called its communality. Quantitatively, the communality of a variable is given by the sum of the square of the common-factor coefficients:

$$h_i^2 = A_{i1}^2 + A_{i2}^2 + A_{i3}^2 + \dots + A_{in}^2$$
,

where  $h_{i}^{2}$  is the communality of the  $i^{th}$  variable  $\,{\rm V}_{i}^{}$  and the  $\,{\rm A}_{i\,j}^{}$  are its factor coefficients.

The residual variance (one minus the communality) is the extent to which the variable is unique. It can be decreased (and the communality increased) simply by increasing the number of common factors extracted from the set of variables. It should be noted, however, that this is not, generally, desirable. Parsimonious description of the data requires that the number of factors be kept to a minimum.

Factor analysis techniques require communality estimates as inputs. Successive iteration then leads to the final correct communality values. Making the original estimate, however, can sometimes pose a difficult problem. There are three principal and commonly use! estimating techniques. They are: (1) assume that all the variance of the variables will be accounted for by the factors selected and set the original communality estimates equal to one for all variables; (2) use the squared multiple

correlations as communality estimates; and (3) use the maximum row values of the correlation matrix as communality estimates. These estimating techniques are discussed in detail in the literature of factor analysis, and each has merit in a variety of circumstances. The first technique appears to be preferred in applications that do not clearly indicate otherwise and is used in this study.

Having determined the final communalities, it is then possible to calculate the factor coefficients, or loadings. The most frequently used technique (viz., principal-component factoring) begins by choosing a set of factors in decreasing order of their contribution to the total communality. The analysis is begun by extracting a factor  $\mathbf{F}_1$  whose contribution to the communalities of the variables is as great as possible. Then first-factor residual correlations are obtained. A second factor  $\mathbf{F}_2$  with a maximum contribution to the residual communality is next found. This process is continued until the total communality has been analyzed.

The first-factor coefficients A_{il} are selected to maximize the sum of the contributions of that factor to the total communality. For the first factor (F), this sum is given by:

$$c_1 + A_{11}^2 + A_{21}^2 + A_{31}^2 + \dots + A_{n1}^2$$
.

The coefficients  $A_{11}$  must be chosen so as to maximize  $C_1$  under the constraint (for m factors):

$$r_{ik} = \sum_{p=1}^{m} A_{ip}A_{kp} ,$$

where i,  $k = 1, 2, 3, \dots, n$ ;  $r_{ik} = r_{ki}$ ; and  $r_{ii} = h^2$  (the communality of variable  $V_i$ ). This constraint requires that the reproduced correlations be replaced by the observed correlations, implying the assumption of zero residual variance.

The problem then remains to find the coefficients of the remaining factors, accounting for a maximum amount of the residual communality. The residual correlation after the first factor has been extracted is given by:

$$r'_{ik} = r_{ik} - A_{i1}A_{k1} ,$$

and the quantity to be maximized is:

$$C_2 = A_{12}^2 + A_{22}^2 + \dots + A_{n2}^2$$
,

subject to the constraint condition of rik. Successive

iteration of this procedure will eventually produce the complete set of factor coefficients, or loadings. For a more thorough discussion of how these maximizing solutions are obtained, see reference D-2.

#### FACTOR ROTATION

Once a set of factor loadings has been calculated, the next step in the analysis is to interpret the factors in a way that will give a meaningful summary of the observed data. Since the factor loadings are produced in an arbitrary frame of reference, the problem is to choose a reference frame for the factor loading points that will give the most meaningful and/or most useful interpretation. To this end, the arbitrary frame of reference may be rotated to one more suited to interpretation. For simplicity, rotational techniques may be grouped into two broad classes: orthgonal and oblique. Although orthogonal rotation is not suitable for all data, it has at least one distinct advantage. Since the resulting factors are orthogonal, they are uncorrelated and independent, which greatly facilitates interpretation.

## FACTOR SCORES

From a purely theoretical point of view, the common factors have a more fundamental importance than the observed variables themselves; and therefore, it is necessary to relate the observations to the common factors. This may be accomplished with the factor scores, which are a means of expressing quantitatively the information contained in a factor for a specific case (observation, individual, etc.). Through the factor scores, the difference between two cases can be expressed in terms of the reproduced correlations of the original data.

The computation of factor scores is based on the factor loadings previously determined. When using ones on the main diagonal of the correlation matrix (as in this study), the principal-factor solution may be expressed in matrix notation as follows:

$$\underline{F} + \underline{A}^T \underline{R}^{-1}$$
,

where  $\underline{F}$  is the matrix of factor scores ( $f_{ij}$ , also called factor-score coefficients),  $\underline{A}^T$  is the transpose of the matrix factor loadings ( $A_{ij}$ ), and  $\underline{R}^{-1}$  is the inverse of the correlation matrix for the variables. The factor score of the  $K^{th}$  case for the  $j^{th}$  factor may now be calculated (for n variables) as:

$$F_{jk} = \sum_{i=1}^{n} f_{ij} z_{ik}$$
,

where  $f_{ij}$  is the factor-score coefficient of the ith variable on the jth factor (i.e., column j from matrix <u>F</u>), and  $Z_{ik}$  is the standardized value of variable i for case k (i.e.,  $Z_{ik}$  = (the value of variable i for case k, minus the mean of variable i for all cases) divided by the standard deviation of variable i).

#### FACTOR INTERPRETATION

After the factor loadings and factor scores have been determined, there remains only the task of interpretation. A complete solution requires an identification of the nature and content of the hypothetical factors. This is commonly accomplished by inferring what the variables with high loadings on factor have in common that is missing (or present to a lesser degree) in variables with lcw loadings on the same factor. Fruchter defines a low factor loading as 0.3 or smaller (reference D-3).

¹ The underscore "_" will be used to denote a matrix or vector.

# Application of Factor Analysis to Survey Responses

The factor analysis of survey responses for this study was performed with the subprogram FACTOR in the SPSS computer software package. It was necessary to specify the following parameters for the FACTOR procedure:

- Method of factoring—principal factoring with iteration;
- Method of rotation--orthogonal (more specifically, varimax orthogonal, to maximize the variance of the squared loadings in each column of the factor matrix);
- Number of factors: limited to those for which the associated eigenvalue is 1.0 or greater—a widely accepted convention; and
- Number of iterations: limited to the number required for convergence of the difference between two successive communality estimates to 0.001 or smaller, not to exceed 25 iterations.

Results of the factor analysis are contained in annex D-1 for responses by company grade pilots and NFOs on active duty, in annex D-2 for active duty field grade, and in annex D-3 for all separated respondents. Only dimensions that appeared as having at least mean importance (see table 2) are entered as variables into the factor analysis.

Because of the slightly different importance ranking produced by the company and field grade respondents, their responses were entered separately as variables into the FACTOR routine.

¹ Statistical Package for the Social Sciences; see reference D-4.

#### REFERENCES

- D-1 Harmon, H.H., "Modern Factor Analysis," University of Chicago Press, Chicago, 1960
- D-2 Millard, C.A., "A Factor Analysis of the Behavioral Dimensions of Marine Corps Performance Evaluation," Naval Postgraduate School, Monterey, Calif., 1976
- D-3 Fruchter, B., "Introduction to Factor Analysis," D. van Nostrand Company, Princeton, New Jersey, 1954
- D-4 Nie, N.H., et. al., "Statistical Package for the Social Sciences," McGraw-Hill Book Comapny, New York, 1975

ANNEX D-1

RESULTS OF THE FACTOR ANALYSIS OF ACTIVE DUTY COMPANY GRADE PILOT AND NFO SURVEY RESPONSES

TABLE D-1-1
LIST OF VARIABLES (COMPANY GRADE)

VARIABLES	LABELS
VARO30	IMPORTANCE OF JOB SATISFACTION
VARO32	IMPORTANCE OF PERSONNEL MANAGEMENT
VARO33	IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VARO37	IMPORT OF USHC-CIVILIAN PAY DIFFERENTIAL
VARD38	IMPORTANCE OF TIME AWAY FROM FAMILY
VARO39	IMPORTANCE OF "QUALITY OF LIFE"
VARO40	IMPORTANCE OF BELIEF THAT JOB HAS VALUE
VARO41	IMPORTANCE OF DEPENDENT MEDICAL CARE
VARO43	IMPORT OF INFLUENCE ON OWN CAREER
VARO44	IMPORT OF UNCERTAINTY IN RETIREMENT PGMS
VARD45	IMPORT OF CONSIDERATION FOR OWN DESIRES
VARO46	INPORTANCE OF ADVANCEMENT OPPORTUNITIES
VARO50	IMPORT OF RESPONSE TO PROBLEMS & NEEDS
VAROSI	IMPORT OF ASSIGNMENT TO MON-FLYING JOBS

TABLE D-1-2

MEANS AND STANDARD DEVIATIONS OF THE VARIABLES (COMPANY GRADE)

VARIABLE	HEAN	STANDARD DEV
VARO30	1.2997	0.9143
VARO32	1-4198	9.8163
VARO33	1.1641	1-0486
VARQ37	0.9368	1.1061
VARD38	1.1795	9.9796
VARO39	1.0644	0.9466
VARO40	1.3157	0.8803
VARO41	1.9638	1-9766
VARO43	1.3026	0-7949
VARO44	1.2718	1.0078
VARD45	1.3519	9.7954
VARO46	1.0148	0.9153
VAROSO	1.0330	0.9413
VAROS1	1.2499	1.9298

TABLE D-1-3
CORRELATION MATRIX (COMPANY GRADE)

	VAR030	VARO32	VAPO33	V ARG37	VARO38
VAR 030	1-00000	0.19853	0.00576	-0.02860	-0.00797
VARO32	0.19853	1.00000	9-15564	9.09762	9.99613
VARO33	0.00576	0.15564	1.00000	0.12741	0.68747
VAR 037	-0.02860	0.09762	0.12741	1.00000	0.12794
VARO38	-0-00797	0.09613	9.68747	9.12794	1.00000
VAR 039	0.15620	0.15536	0.11973	0.19338	0.13572
VARO40	0.36832	0.13361	-0.00736	9.99471	0.01996
VARD41	0-96454	2.18683	0.20939	0.23847	0.22473
VAR 043	0.14578	0.32495	0.10045	0.10023	0.06258
VAR944	-0.00678	9.12685	9.13589	0.24393	9-16899
VAR045	0.04890	0.30286	0.19542	0.11208	0.21373
VARO46	0.08734	0-16734	0.09250	0.26052	0.09390
VAR959	9.99315	9-28134	9-17792	9.11645	0.15949
<b>VAR051</b>	0.00365	0-19021	0.01757	0.13896	-0.00310
	VAR239	VARO40	VARO41	VARO43	<b>VARO44</b>
VAR030	0.15620	0.36832	0.06454	0.14578	-0.00678
VAR032	9.15536	9.13361	9-18683	9.32495	0.12685
VARO33	0.11973	-0.00736	0.20939	0.10045	0.13540
VAR937	0.19338	0.00471	0.23847	0.10023	0.24393
VARO38	9.13572	9.91906	0.22473	0.06258	0.16809
VAR039	1.00000	0.37243	0.26114	0.24307	0.17647
VARD49	9-37243	1.00000	9-29133	9.24148	9.99796
VARO41	0.26114	0.20133	1.00000	0.20527	0.31454
VARO43	0.24307	0.24148	0.20527	1.00000	0.18552
VARD44	9-17647	9-99796	9.31454	9.18552	1.00000
VARO45	0.24255	0-11444	0.19486	0.45410	0.22018
VARO46	0.31219	9.21354	9-25881	9.29628	9-29639
VARO 50	0.29194	0.2069C	0.28485	0.36913	0.20509
VARO51	0.09993	0.04406	0.13376	0.26589	0.13252

TABLE D-1-3 (CONT'D.)

	VARO45	VARO46	VARO50	VARO51
VARO30	9.94899	0.08734	0-09315	0.00365
VARO32	0.30286	0-16734	0.28134	0.19021
VARO33	0.19542	0.09250	C.17702	0.01757
VAROS 7	0.11298	9.26952	2.11645	9-13896
VARQ38	0.21373	0.09390	0.15949	-0.00310
VARQ39	0.24255	0.31210	0.29194	0.09993
<b>VARD40</b>	9.11444	0.21354	9-29699	9-24436
VARO41	0.19486	0.25881	0.28485	0.13376
VARO43	0.45410	0.29628	0.36913	0.26589
VARG44	9.22918	9.29639	2.29599	9-13252
VARO45	1.00000	0.30137	0.55102	0.21758
VARGA 6	0.30137	1.00000	0.27271	0.12189
VAROSO	9.55192	2.27271	1.00000	2.17297
VAR 051	0.21758	0.12189	0-17207	1.00000

DETERMINANT OF CORRELATION MATRIX = 0.0596949( .59694923E-01)

TABLE D-1-4
FINAL COMMUNALITIES (COMPANY GRADE)

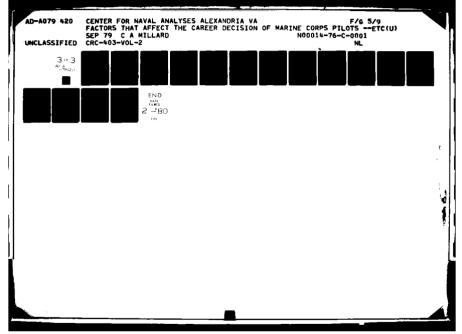
VARI 48LE	COMMUNALITY
VARO30	0.23185
VARO32	0.20833
VARO33	0.63735
VARO37	0.29618
VARO38	0.74104
VARO39	0.31714
VARO 40	9-63636
VARO41	0.31203
VARO43	0.40929
VARD44	9.23676
VARO45	0.61676
VARO46	0.28762
VAROSO	0.43285
VARO51	0.13161

TABLE D-1-5
FACTOR LOADING MATRIX (COMPANY GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VARO30	0.09299	-0.C0274	-C.04931	0.46986
VARD32	9.49762	0.08750	9.19992	9.15699
VARO33	0.11115	0.78130	0.12047	-0.00751
VARO37	0.06366	0.05602	0.53354	-0.06576
VARD38	9.96326	9.84527	9-15995	9.99586
VARO39	0.21865	0.07436	0.35288	0.37320
VARO40	0.10230	-0.C239C	0.13001	0.78001
VARO41	9.18624	5.17113	9.47397	9.15577
VAR 043	0.58570	0.0206	0.16156	0.20035
VARO44	0.18547	0.09934	0.43859	0.01155
VARD45	9.76977	0-15172	9-12968	0.02014
VARO46	0.29465	0.01482	0.41129	0.17726
VARO50	0.59843	0.12208	0.19273	0.15062
VAROS1	9-39923	-9.95728	0-17956	-0.02148

TABLE D-1-6
FACTOR SCORE MATRIX (COMPANY GRADE)

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
VARO30	0.01644	0.01319	-0.08526	0.19338
VARO32	0.11969	0.00429	-0.02185	0.04555
VARO33	0.00505	9.39356	-9-93248	-9.99272
VARO37	-0.05491	-0.04249	0.34076	-0.07593
VARO38	-0.09953	0.59351	0.01885	0.00803
VARUS 9	-0.00597	-0.01427	9-15876	9.12166
VARO40	-0.08264	-0.01059	-0.00204	0.65822
VARO41	-0.01115	-0.00060	0.25356	0.01361
VARD43	9.23815	-0.04258	-0.00886	0.03348
VAR 044	-0.00523	-0.01921	0.22791	-0.04899
VARO45	0.51043	-0.00353	-0.11560	-0.11253
VARG46	9-92595	-0.04056	9-29147	0.92627
VAR 050	0.21678	0.00631	0.00683	0.01279
VAR 051	0.08522	-0.03680	0.05919	-0.C4654



ANNEX D-2

RESULTS OF THE FACTOR ANALYSIS OF ACTIVE DUTY FIELD GRADE PILOT AND NFO SURVEY RESPONSES

TABLE D-2-1
LIST OF VARIABLES (FIELD GRADE)

VARIABLE S	LABELS
V4# 030	IMPORTANCE OF JCB SATISFACTION
VAn 032	IMPORTANCE OF PERSONNEL MANAGEMENT
VARO33	IMPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VAR 038	IMPORTANCE OF TIME AWAY FROM FAMILY
VAR 039	IMPORTANCE OF "GUALITY OF LIFF"
VAR949	IMPORTANCE OF BELIEF THAT JOB HAS VALUE
VAR 041	IMPORTANCE OF DEPENDENT MEDICAL CARE
VAR 042	IMPORTANCE OF JOB RECOGNITION
VARO 43	IMPORT OF INFLUENCE ON CHN CAREES
VAR 044	IMPORT OF UNCEPTAINTY IN PETIREMENT PGAS
VAR 045	IMPORT OF CONSIDERATION FOR OWN DESIGES
V4K948	IMPORTANCE OF JCB CHALLENGE
VAF-050	IMPORT OF RESPONSE TO PROBLEMS & NEEDS
VAR 051	IMPORT OF ASSIGNMENT TO NON-FLYING JUBS

TABLE D-2-2

MEANS AND STANDARD DEVIATIONS OF THE VARIABLES (FIELD GRADE)

VARIABLE	MEAN	STANDARD DEV
V4 2 0 3 0	1.4105	0.8761
VARG32	1.5104	9.7531
V A R 0 3 3	1.1925	-0.9150
VAROSE	1.1630	0.8998
VARUS 9	1.9929	0.9570
VAR 04 0	1.4535	0.7970
VARO41	1.1303	0.9030
VARG42	0.8897	9-9394
VAR 043	1.1678	0.8160
VARO44	1.375)	0.9285
VARO 45	1.393	9.7779
VAR 048	0.9681	0.9957
VAROSO	1.1196	0.8866
VAROS1	9.9591	1.9867

TABLE D-2-3
CORRELATION MATRIX (FIELD GRADE)

	VAR 030	VAFU32	VAFO33	VARU38	440 134
VAR 030	1.00000	0.19266	-0.C3411	-0.00485	0.14947
VARC32	0.19266	1.00000	9.13388	9.15473	9.19435
VAR 033	-0.03411	0.13388	1.0000	0.70693	0.07038
<b>VARO38</b>	-0.00485	0.15473	C.70693	1.00000	0.17189
VARO39	9.14947	0.19435	0.07938	0.17189	1.00000
VAP 040	0.36075	0.14266	-0.06098	-0.01604	C.35635
VARO41	-0.01920	0.20471	0.18131	9.22439	9-25488
VAR942	9.13596	5.13662	-0.00965	0.03401	0.24285
VAR 043	0.05635	0.35017	0.02077	0.C8182	0.24052
VARD44	-0.00302	9.98118	9.13765	9 • 1 35 95	9.15461
VAR 045	0.06251	0.40566	C.12983	0.187+0	0.22405
VAR 048	0.26905	0.11448	-C.07094	-0.C4609	0.31757
VARO 50	9.97268	2.37486	9.68472	0.13495	0.23309
VAR 051	0.06321	0.12761	-0.02739	-0.C1741	0.04885
	<b>VA</b> P349	VA7941	VARO42	VARO43	<b>VARO4</b> 4
VARD30	0.36075	-0.01920	0.13596	0.05635	-0.0030?
VARO32	0.14265	9.29471	9.13662	9.35917	9.981.8
VAF 0 3 3	-0.06098	0.18131	-0.00965	3.02077	0.13765
8 & C C R A V	-0.01604	0.22430	0.03401	9.98182	9-13595
VARO39	9.35635	9.25488	0.28285	0.24052	9.15461
VAFO40	1.00000	0.15145	0.30508	0.24249	0.10738
VARD41	9-15145	1.00000	9.21558	9.25934	9.32559
VAR 042	0.30508	0.21558	1.00000	0.31341	0.17564
VAF 043	0.24249	0.25934	0.31341	1.00000	0.15118
44R944	0.10798	9.3255C	9.17564	9.15118	1.00000
VAR 045	0.16217	0.27452	0.19408	0.45549	0.17445
VAR 048	0.48172	9.19597	0.30527	9.19537	9.99931
V48959	0.21453	0.29051	0.22242	0.37441	0.16584
VAR 051	0.08278	0.06574	0.08705	0.22554	0.04037

TABLE D-2-3 (CONT'D.)

	VAF045	VAFO48	<b>VAF050</b>	VAR051
VARC30	0.06251	5.26905	5.67263	9.56321
V4n032	0.40566	0.11448	0.37486	0.12761
V4F 033	0.12983	-C.C7094	C.C8472	-0.02739
V46938	0.18790	-5.54699	3.13495	-0.61741
VARO39	0.22405	0.31757	0.23309	0.04885
VAR D40	0.16217	0.48172	C.21453	0.08278
VAR941	9.27452	0.13597	2.29951	7.6574
VAR 042	0.19408	0.30927	0.22242	0.03705
V48043	0.45349	0.17537	C.37441	0.22554
441044	9-17445	0.09931	2-16584	9-99987
V48 045	1.00000	0.14372	0.53902	0.14673
VARG48	0.14372	1.00000	C.2464?	0.04955
VAKO 50	9.53992	9.24642	1.50000	9.126.1
VAF 051	0.14673	0.04965	0.12611	1.00000

DETERMINANT OF CORRELATION MATRIX = 5.0468416( .46841553E-01)

TABLE D-2-4
FINAL COMMUNALITIES (FIELD GRADE)

VARIABLE	COMMUNALITY
VARO3C	0.26921
VARU32	9.35317
V4R033	0.66460
VARO38	9.75979
VAR 0 3 9	0.29822
V AR 040	0.56540
VARD41	0.38116
VAR042	0.26948
V4R043	0.40360
<b>VARD 44</b>	€. 22543
VAR 045	0.57513
VARO48	C.41568
VARUSU	2.44531
VAROS1	0.06148

TABLE D-2-5
FACTOR LOADING MATRIX (FIELD GRADE)

	FACTUR 1	FACTUR 2	FACTOR 3	FACT3= 4
VARO30	0.09091	C.48457	G.02009	-0.160-4
VARGSZ	5.55633	5.14799	5.14830	~5.59658
ELCHAV	0.03391	-0.06287	0.83473	0.10913
VARO38	0.08453	-0.00185	C.84967	0.14730
VARU39	9.18665	5.41926	2.15619	0.28956
CAORAV	C.12503	0.72715	-0.04858	0.13804
VAR 04 1	0.25082	0.05752	0.15557	0.53921
<b>VARD42</b>	2.19655	9.35359	-9.94232	7.32364
VAR 043	0.56073	0.17123	-0.C1881	0.24393
VAF 044	0.11253	0.64370	C.09128	0.44952
24CAAV	9.72946	1056291	9.11671	0.15984
VAF 048	0.12138	0.61051	-0.C8096	0.14722
V4F050	0.61341	0.15865	0.06685	0.17850
V48051	9.22694	2.55110	-9-95614	0.06491

TABLE D-2-6
FACTOR SCORE MATRIX (FIELD GRADE)

	FACTOR 1	FACTOR 2	FACTUR 3	FICTOR 4
VAR 030	0.02218	0.20648	0.04000	-0.18099
VAR 032	0.23458	0.C3047	0.04002	-0.1485?
VARO33	-9.94568	-5.52934	0.49321	9.95313
SEC SAV	-0.04687	C.04256	0.57297	0.019.3
VAP 0 39	-0.01626	0.13143	0.00588	0.13578
V46349	<b>-</b> 0.96968	2.46943	C.54537	7.59614
VAR 041	C.00294	-C.C6197	-0.01697	0.33437
VA - 042	-0.00476	0.09807	-0.03597	0.16423
VARO 43	9.21199	-9.51432	•£•£5665	C.C8249
VAR 044	-0. C3452	-C.C3000	-0.01354	0.271.1
VAR 045	0.43602	-0.09693	-0.00955	-0.04238
VAPTI48	~5.04151	5.28413	-5.51369	0.53798
VAS 050	0.24670	-0.C1341	-C.C.675	0.02283
VARO51	0.06264	-C.CO763	-C.C2061	0.06739

ANNEX D-3

RESULTS OF THE FACTOR ANALYSIS OF RECENTLY SEPARATED PILOT AND NFO SURVEY RESPONSES

TABLE D-3-1
LIST OF VARIABLES (SEPARATED)

VAREABLES	LABELS
VARUL6	IMPORTANCE OF JOB SATISFACTION
VARO18	INPORTANCE OF PERSONNEL NAN AGENERY
VARDL 9	INPORTANCE OF UNACC. TOURS & DEPLOYMENTS
VARDZ 3	IMPORTANCE OF TIME AWAY FROM FAMILY
VAR <b>S</b> 25	IMPORTANCE OF BELEEF THAT JOB HAS VALUE
Y A RO 2 8	IMPORTANCE OF INFLUENCE ON OWN CAREER
VARES 1	EMPORT OF CONSIDERATION FOR OWN DESIRES
VARE32	IMPORTANCE OF ADVANCEMENT OPPORTUNITIES
VARGS -	IMPORT OF RESPONSE TO PROBLEMS & MEEDS
VAR637	IMPORT OF ASSIGNMENT TO NON-FLYING JOBS

TABLE D-3-2

MEANS AND STANDARD DEVIATIONS OF THE VARIABLES (SEPARATED)

PARTABLE	MEAN	STANDARB DEV
VARD16	1-0115	1-2621
A VEST S	1.5977	0-4498
VAROL9	0-7241	1-2974
VARE23	0-7586	1_0993
VARG25	0-6437	1.3027
VAROZ 8	1.2069	0-8232
VARD31	1-0345	1-0724
VARB32	0-8621	1-1015
YARD36	0.8736	1.1082
V 48837	1-2644	1-0633

TABLE D-3-3
CORRELATION MATRIX (SEPARATED)

•	VARO16	Y ARO 18	VARG19	VARG23
VARQ16	1.09000	0-19236	0-09367	0-11935
VAROLS	0-19236	1-00000	-0-13480	-9-11421
VAROL9	0.09367	-0.13480	1-00000	0.79899
VAREZ 3	0-119 35	-0-11421	0.79899	1.00000
VARO25	0.54707	0.01978	0-02549	0.14223
VARGE 8	0-10961	0-33259	-0-02388	-0.0598?
VARES1	0.11139	0-41196	-0.07339	-0.08163
VAR <b>O</b> 32	0 - 109 69	40500.0	-0-02020	-0.03742
VAR <b>O</b> 36	0-20059	3.41946	0.08660	0-16556
VARB37	0.09981	9.34628	0.01196	0.02492

	VAR 025	VARO28	VARG31
VARUL 6	0.54707	0.10961	0.11139
VAROLS	0.01978	0. 33259	0-41196
VARG19	0.02549	-0.02380	-0-07339
VAROZ 3	0.14223	-0.05982	-0.08163
VARUES	1.00000	0.15629	0-13375
VARO28	0-15629	1.00000	0.53189
VARUS L	0.13375	0.53189	1-00000
VAROSZ	0-18414	0.00619	-0-10421
VARO36	0-29867	0.36043	0.57124
VAROS 7	0-18288	0.34248	0.47253

TABLE D-3-3 (CONT'D.)

	VAR032	VAR036	VARO37
VAR915	0-10989	0.20059	0-09981
VARB18	0.00264	0.41946	0-34628
VAR <b>S</b> 19	-0. <b>0</b> 2020	0-08660	0-01196
VARUE 3	-0.03742	0-16556	0- 024 92
VAR <b>4</b> 25	0-18414	0-29867	0-18288
VAROZ 5	0-00619	0-36043	0.34218
VAR#31	-0.10421	0.57124	0-47253
VARO32	1-00000	0.08081	-0-12500
VARG36	0.08981	1-00000	0.33813
VARE37	-0-12500	0-33813	1-00000

DETERMINANT OF CORRELATION MATRIX = 0.0431371C .43137095E-01)

TABLE D-3-4
FINAL COMMUNALITIES (SEPARATED)

VARE ABLE	CONHUNALITY
VARU16	0.35936
VAROL 3	0.32663
YAR <b>51</b> 9	0.70893
VARU2 3	0.91469
VARUES	0.81504
VARD28	0.35535
VAR <b>U</b> 31	0.71925
VARO32	0.06272
VARE35	0-49254
VARB37	0-322 17

TABLE D-3-5
FACTOR LOADING MATRIX (SEPARATED)

	FACTOR 1	FACTOR 2	FACTOR 3
VAR916	0-17524	0-09474	0.56540
VARGIS -	0.56028	-0-11164	0-01588
VARB19	-0 -0 35 35	0-84112	-0.01383
VARU23	-0.02072	0-95331	0.07529
VARB25	0.13204	0-07699	0.88889
VARB28	0.59334	-0-03599	0.04467
VARU31	0.84579	-0-05175	-0.03476
VARE32	-0-06562	-0-04034	0.23830
VARES 6	0.65992	0.14630	0-18880
VARD37	0.56561	0-03390	0-03323

TABLE D-3-6
FACTOR SCORE MATRIX (SEPARATED)

	FACTOR 1	FACTOR 2	FACTOR 3
VARD16	0.02143	0-00441	0-11472
VARD18	0.16516	-0-00733	0-05922
VARB19	-0.00455	0-20498	0-00827
YARD23	0-01694	0-80185	-0-07137
VARB25	-0.00843	-0.04928	0.85319
VARO28	0-14144	0-00850	-0.02741
VARO31	0.52565	0-04024	-0.14348
VAR 832	-0 -00917	0-00881	0-04095
VARD36	0-18640	-0-01655	0-01095
VARD37	0.14650	0.00735	-0-07449